Public Release: 5895 Grievance Document — 2026 Season

Apart from this abstract, the following text is completely unedited from the 5895 team. This is a first-hand, multi-voiced student account of the 2026 season — covering cheating on competition weight inspections, sexism from the head mentor, explosive verbal abuse, and a broader pattern of disregard for student wellbeing.

We're releasing it publicly because after the season ended, rather than addressing any of this, the mentors quietly ended all robotics meetings. Past years had a full post-season schedule; this year, that vanished. The attempt to let it die down without accountability is what prompted this step.

Mentors referenced throughout

- **Tackett** — head mentor (engineering, machining, ED program)
- **Koch** — programming mentor
- **Bunca, Sarath** — engineering / design mentors (FRC alumni)
- **Srinidhi** — strategy mentor
- **Brown** — logistics, bumpers
- **Zaiser** — mentor (physics, software adjacent)
- **Dave** — mentor — the one consistently positive figure throughout the document
- **Jacob** — student strategy lead removed mid-season; central to several incidents

Most notable incidents

- **Documented cheating on inspection weight rules.** The team removed the crash bar from the robot before weigh-ins and reinstalled it after passing. When students raised concerns, mentors told them to be quiet about it. (jump to General/Misc section)
- **Verbal abuse and temper tantrums from a mentor.** Koch threw his phone across the room and screamed at students over a typo in a subteam update. He told first-years they could "just quit" if they didn't like the time commitment. He routinely called students "incompetent," "idiots," or asked "can you go do something useful for once?" In one meeting he stated by name that a radio was worth more than specific first-year students. Multiple students report being brought to tears. (jump to Koch section)
- **Sexist remarks and decisions by the head mentor.** Tackett to two female machinists: "I can't believe you little girls were able to handle such a

big machine." When asked directly whether key roles had been assigned based on gender, Tackett answered, "Well, partially yes." He told a female student not to wear nice clothes in the shop because "he knows us girls care about our Uggs," and publicly claimed no one knew how to operate the lathe — in front of the female student he had personally watched run it all season. (jump to Sexism Issues section / jump to Tackett section)

- **Pattern of disregard for student wellbeing.** A student lost a leadership opportunity for being in the health center too often, despite delivering every assignment on time. The school's deans reportedly told the mentors the time commitment had crossed into "borderline child enslavement." A female machinist who personally made nearly every router part of the season was not brought to WCMP. A student slept on the floor at Worlds after another was told to. During Einstein at Worlds, mentors physically left the team to go on a boat; an alliance partner team had to ask the students where their mentors were. (jump to General/Misc section)

Additional specific incidents

- Mentors lied to the full team about a student's removal from strategy. After Jacob was removed from strat at DCMP, mentors told the team — when students asked directly — that he had not been kicked off. Tackett only admitted otherwise privately, days later, under repeated questioning. (jump to Tackett section)
- Mentor Bunca repeatedly referred to current student Aarav as "Jacob reincarnated" (a comparison to the student who had just been removed from strat) and tried to push Aarav out of his role without cause. (jump to Bunca / Sarath section)
- A new strategy lead (Zach) was assigned secretly less than 24 hours before departing for Worlds, then told by Tackett to figure out on his own whether and how to inform the rest of the team. Other strat leads were not informed. (jump to Tackett section)
- Tackett used sarcasm to mock students who had been kicked off the WCMP trip, telling the team "you need to go straight to your rooms cough cough" every night on the bus — after multiple of those kicked-off students had been seen crying. (jump to Tackett section)
- During alliance selection on the field at Worlds, strategy mentor Srinidhi asked our own alliance captain to "remind me again what your shooter archetype is." (jump to Srinidhi section)
- Tackett publicly trash-talked another team's wiring in a Slack channel while 5895's own wiring was going into competition widely untested due to time crunches the mentors themselves had created. (jump to General/Misc section)

- Mentor Sarath (referred to in the document as the “CAD fairy”) repeatedly redid first-years’ and underclassmen’s CAD work overnight in entirely new documents, then handed it back without explanation, defeating the purpose of those students learning. (jump to Design Process section)
- Mentor Brown ChatGPT’d official outreach documents to the point that they became, in students’ words, “50% incomprehensible ChatGPT, 50% links to TBA.” (jump to Brown section)
- A student (Sewon) was pressured to drive over an hour to the lab during spring break to “work on the new intake CAD,” only to be sent home having done zero CAD because Tackett had not started the prerequisite machining and had not communicated this. (jump to Build Season / Time section)
- Tackett’s required Engineering Design courses (ED1, ED2, and beyond) are described by multiple students as dysfunctional — a month spent learning how to draw, no real CAD or engineering principles taught, and grades issued for minor infractions while no actual instruction takes place. (jump to Engineering section)

The remainder of this document is the students’ own — multi-voiced, anonymous, occasionally contradicting itself, and unedited.

Main Contents

See side tabs for individual issues, feel free to create your own.

Also - if you disagree with a topic, feel free to comment your thoughts (**won't be anon**) & OR discuss in text (**anon, with a different color is easier to see**)

Central list of points (will be updated)

1. **Scout/Strat**
    a. Scouting and strategy have become INCREDIBLY competitive (mentors vs students, students vs students). Frankly, these are roles that anyone can grow into and the culture surrounding is unnecessarily cut-throat.
2. **Build Season** (teaching new students, time crunch, mentor-directed, key role issues, giving recognition)
3. **Sexism** (machining, tackett's "dei hires", not asking for opinions from female members of the team before taking significant actions)

Other developing points:

- General/Misc (Un-GP mentors, poor disciplinary choices)
- Individual mentor's behaviors

Desired Changes/Solutions:

Documented Instances of Student/Mentor Meetings:

- Sexism
    - Reefscape Season meeting x1, Tackett
    - Rebuilt Key Roles meeting x1, Tackett
    - DCMP meeting x1 (All), DCMP Monty (Brown/Tackett) x1, DCMP talk w/Brown x1, mentions in post DCMP DMX meeting x1
    - Individual DMs with Koch, Tackett (WH) x1
- Strat/Scout
    - Rebuilt season DMX meeting
- Key Roles
    - Many individual student meetings + full wiring team meeting (document here?)
        - Quoted about my "worth on the team" when talking about why I was considered less for a key role than other kids

who got it (mentioned that I am not an engineering lead as a reason even though all the new students who got the key role were not leads–if that is a valid reason then at least make sure it holds true)

Build Season

Time

- Mentors often claim that coming in to work extra hours is completely optional, however it's become more and more of an implicit requirement to earn any respect/standing on the team
- The amount of extra time required is also frankly atrocious, esp for subteam leads
    - This could be redistributed - give tasks to other students who feel like they don't have chances to learn, and it takes pressure off leads
- "If you don't like the time commitment, you can just quit" - Koch, said in earshot of multiple first years, with very little prompting
    - Ngl i agree with koch on this one
        - One essential aspect of the problem to note: robotics is such a time-heavy activity for all teams, but first years shouldn't feel pressured to need to dedicate every ounce of their time to robotics in order to become valuable on the team.
    - I guess the problem is that this was a) during preseason b) in response to me saying "the goal says practice ends at 5", NOT me actually complaining about time commitment
- Compressing of time that programming/electrical gets every year to work on the robot → **leads to less reliable wiring, auton, coding. and puts way too much stress on the programming/electrical team**
    - And then talking badly/getting upset over wiring and code issues during comp like you didn't give them minimal time to work on it...
    - They need to take some accountability
- It should not be an expectation of someone to be putting extra hours in, rather just appreciated when people do – I think it's really toxic when I'm devalued for not having the time to come in over spring break, or smth like that when my circumstances really just do not allow me to be committing that kind of time
- As someone who lives very close to Peddie, it's so easy for me to come by and help, but I think it's so unfair that people are expected to put in that extra work over break when literally most of the team lives too far to come. I remember Sewon feeling pressured to come to robotics and driving so far to come (which I respect the effort SO MUCH) over spring break which is honestly just so unhealthy, especially for a freshman. -Aarav
    - Hey thanks my parents drove over an hour to get to Peddie several times a week over spring break. Also when they were discussing plans for CADing the new intake, Tackett told me that Richard, Hedy, and I were going to be given more involvement in the process. He pushed me to drive to come in-person, even though I told him that my parents were very unhappy with having to drive me and wait hours. In the end I did 0 work on the new intake, when I asked him about it he dismissed me. My question is this: why was I forced to drive hours just to be allowed to touch the CAD? - sewon

- Bro yeah I remember this, you like kept asking if you could just work on the CAD from home but he kept pushing you to drive all the way there to work on it in person, but that day was a COMPLETE waste of time as we worked on like zero CAD and just sat there the whole time since the machining Tackett said he was gonna do hadn't even started yet, and he didn't even tell us that until we all got there. He could have at least communicated that he hadn't started and we wouldn't have driven all the way just to sit there. I'm sorry you had to go through that Sewon -Aarav

Mentors keep saying: we don't want to put pressure on you guys, whatever you can't finish we can do. This does not apply to WIRING especially, and likely many other subsystems/teams because the mentors quite literally do not have the capacity/time/skill to do. Feels like an empty solution.

Imo, I generally agree with things people say in "Time" but you can't EAT your cake and HAVE it too. **Choose one of: programming and electrical having time to do anything, or engineers not having to stay behind. Maybe half and half, but you can't have both.**

I also want to say that the amount of time it takes to be good at anything is enormous, not just for us but for everyone. Ask people on other FRC teams what their schedules are, it's probably similar to our "extra time" shifts. Or just think about Peddie Swimming or Rowing, it takes time to get good at stuff.

- This is true but also a lot of the extra time involved just stems from meetings being kinda inefficient (and the overall team structure being inefficient too)
- Yeah so i guess this is less an issue and more of a byproduct of other issues
- Well, counterpoint to the sports mention: sports teams are very explicit with how long each practice is, when people are expected to come in, how many days per week, etc. upfront. There is no "okay everyone else can go home but the captains have to do 20 more laps". There is also no "okay you can go home, wink wink, but if you want to be captain you have to stay after".

–2026 lead typer comments

I agree with Jayden here. I have friends on other teams and I know that a lot of these other teams will often stay until 1 or 2 AM sometimes to work. Time management is something that we have to collectively get better at. If we want to be the best, it's necessary to put in that extra time. That being said, I do agree that there shouldn't be pressure put on staying late and it shouldn't be so heavily weighed in their judgement of people. People who want to do extra work should do extra work, people shouldn't feel forced to do it to get a key role on the team…

Key Roles

Key Roles:

- There should be a clear, outlined set of guidelines (reference other teams, CD) on what you should be aiming for/goals to hit to be considered for these key roles
    - The student handbook being entirely ChatGPT'd is not helping this either
        - yea ts was lowk crazy
- Currently incredibly unclear to students (even in the form itself, what should we be highlighting in our applications? What qualities do they want for specific roles?)
- Need greater input from students – Idk how much but mentor oligarchy is turning out pretty badly like this year
    - They might say "well the drama isn't our fault" but the drama is the output of student feedback, because there was no other source for them to offer it
- Idk if this is controversial but less key roles…we do not need that crowded of a pit
    - A bigger team need not more of the same roles, but more diverse roles and options (outreach, media, etc)
    - I agree, I don't really see why they expanded scouting so much as well. I think it makes things more competitive since there are less people NOT having key roles, so they feel worse…

We used to have the key role students being able to choose their prodigies (quoted from alumni).

- As a lead scout alumni who had personally vouched for Aarav, Tiffany, Angelina to lead the charge it felt a little insulting to come back for worlds this year to see our input disregarded. There was a reason these people were vetted for their roles and to see completely random people get these roles was a bit demeaning in nature. Just because you don't like someone doesn't mean you should remove them from the roles they deserve. Meredith always listened whenever upperclassmen who felt they had earned their right to alliance selection asked him to go onto the field. It was sad to see seniors like Aarav not have a chance their final season to live out their role on Saturday morning
    - Is this expressing disapproval of the current scout leads? Completely random people
        - (im not the alum but an experienced scout lead) no idts that's what the reply meant, the current scout leads are doing a great job, but there are people who "missed out" of these roles bc of the mentors' biases + their stupid reasons/excuses. Its more critiquing the selection process that disregards student opinion + "continuous interest" (not really sure how to phrase this sry) like there are certain people that I believe deserve the roles just

as much and when taking in their contributions to the team in theory “deserve” it a more (idk also deserve is a strange word, I think it implies a certain existing privilege that isnt necessarily there? Sorry if this wording is bad + lmk if you want anything clarified or further explained

I feel like this makes sense, at least more than whatever the fuck the mentors are doing with their choices. (Ask for student recommendation at least, I think there should be some student involvement in key role selections)

- I actually think the sports captain style picking might have some merit here, since it’s not only skill but respect
- For instance absolutely 0 members would pick anyone except jayden for typer lead bc we respect him as a person as well as his skill
- Same for like scouting tbh… we know which members of the team have done the best at stepping up and helping our with scouting, so why aren’t we getting asked for our feedback… they did pick very good scout leads this year tho.

What happened to the one year where we had Engineering/Programming leads and subleads?

- What was the reasoning for getting rid of that? How did it help/hurt?
    - There was a big conversation between many of us last year about this specifically. Many people felt disrespected and left out due to those roles. Tackett pushed for design lead only meetings at the end of each meeting to go over stuff with each of the design leads. He would often kick people (like me) out of the meeting, when I’m just trying to learn and contribute. These roles and the privileges they crowned people were just very unfair to the bulk of the members of the team. Someone said this somewhere else as well, but the mentors addressing only the subsystem leads when talking about a subsystem was a HUGE problem last year as well. The role of these leads isn’t to “own” the subsystem, but to take a mentor like role and oversee that work on that subsystem is going well, while helping teach and develop the inexperienced members of the team. A great example of this was how Eric mentored James on the end effector last year and look how great James is at everything (not to put all the credit on Eric, James is VERY talented and put in so much work for this as well). My point is that, imagine if EVERY subsystem lead was like Eric. We’d be spewing out an insane amount of excellent CADers every year. This isn’t really the actual students’ faults though---I feel like the mentors just create that sort of environment where the leads just own the system and all they really care about is that subsystem being perfect, not the education of the younger members in that group. This has really changed since Meredith was on the team. I remember my first year on the team in 2024, the seniors in my subsystem group encouraged both the new

members on the subsystem to handle the CAD while they guided us through it, which helped me learn so much. We need that learning environment back on the team, where all members have the opportunity to do work, and where these design lead/subsystem lead roles aren't rewarded and glorified to the point where others feel left out and disregarded. It's just demoralizing...

Reference: StuyPulse Charter

- Not saying we should have a student-voting based system (this seems like a bad idea) but that there should be clear outlines.
    - Why is it a bad idea? Not to play the devil's advocate, but if the goal of mentors picking is to reduce the "popularity contest", it's clearly not working
        - I think it enables significant problems where one person feels they're more qualified and less popular, and goes to complain to the mentors → then it just leads to more mentor student conflict and they'd blame us
        - True, but this is already happening.
        - Also if you are widely disliked and/or a jackass, you shouldn't be a leader. Leadership is not purely a merit based system, social skills are a big part of it. (Definitely.)
    - I have a lot of friends on Nemesis, where the students not only pick who gets key roles, but they are the ones who select who gets on the team. I have a lot of friends at that school that feel like they were treated unfairly in the selection process just because members of the team would only select people who they were friends with or people who would suck up to them, and now who's actually good. This is the main reason why it shouldn't be entirely student run-there would be way too much bias and favoritism. It's important to have SOME student feedback in this process, but not completely student run.
        - I agree. I don't like the idea of things being student led (i have friends on other teams who mention that roles are just picked on popularity and friends, my friend made himself the operator because he wanted to and he was in charge...) and not based on how much you have contributed. I think the mentors, to an extent, know how much someone has contributed (who was invited to worlds the first time around)
        - I agree with the "SOME student feedback in this process, but not completely student run" lol I remember when Tackett first came he said he would make a council of students to help him make decisions + stuff, welp
- Also we should not have nearly as many roles as they do, lol.

Engineering

Engineering

- More CAD opportunities for first years, bigger cad projects can have some less important parts. That can be given to the first years instead of the design leads doing everything
    - In general a huge lack of support for first years. So many first years were floating around asking for work every day instead of having a stable group to participate in within the first week or two of build season. Mentors did nothing to address this and instead insisted that first years are meant to "help around." While it is true that first years are mainly there to learn from others and do smaller tasks, it is wrong for the mentors to ignore creating a proper support system for them to become truly integrated into the team
        - The notion of "first years are meant to "help around"" is honestly not great bc to an extent the only first years that can do anything on the robot are those who spend countless hours (outside of regular meeting hours) in the lab. I can understand where this is coming from (commitment measurement ig?) but these conditions are not fit for everyone (day students or students with other activities outside robotics) and the culture around staying overtime is ngl kinda bad
        - **ED1 is a dysfunctional class**→ students do not learn anything except extremely simple CAD and how to draw (yes seriously we spent a month learning how to draw). class is horribly paced and offers no real information (how to prototype, how do mechanisms work, where to find external resources, how to use basic tools) for the actual robotics team. Not sure why they would make it a requirement to be on the team in the first place if it doesn't provide any real value.
            - Is completely evident throughout the students who took ED1 with Tackett → don't know how to do CAD at all (especially including me) (idk who you are but me too) (me three!), don't know anything about basic engineering principles (ex: gears/sprockets&chains were skimmed over briefly in spring term. Literally no other technical knowledge was taught)
            - Funny that they're basically requiring ED2 now, (sorry) what a waste of class blocks. I could be doing/learning sm more
        - Not letting first years touch the robot or the CAD at all??? Already mentioned in the main bullet but wanted to expand on it: even the first years who stayed late nearly every day in build season and stayed dedicated to the team were not allowed to contribute even small bits of CAD until late into the season (April-ish). Understandably spring break/rebuild time is where

new people are usually allowed to step up, but mentors completely ignored even capable first years and provided an unstable structure throughout the season to continuously increase contribution.

- I was on the team during the 2024 season and we were ENCOURAGED TO do CAD; not sure how first years are expected to grow without it?? Yes, obviously first years should not be designing whole subsystems by themselves, but doing CAD on their own is an important step to being able to lead the following years.
- Not an engineer here but isn't the way to learn how to CAD the robot... by CADing the robot? Obviously not the whole robot/subsystem but why is he not allowing this?
- I joined in 2024 and I literally started off the season CADing the entire bellypan layout with help from Eric. I was the only person actually on the computer and Eric was just there to help, and this is literally how I got good at CAD. We need to have freshmen do more actual stuff and have upperclassmen sit back a bit and instruct the freshmen. Obviously this is only really applicable on new people that has the talent and passion but it should be a major thing we focus on - Albert
    - To follow up on this, I also joined in 2024, and I was part of the climber subsystem, led by two seniors at the time, Shen and Yang. They let us and actually encouraged us to take control of the CAD while they guided us. Very similar to what Albert said, I remember being on the computer most of the time while they sat back and helped. We need more of this. -Aarav

- Related to putting too much pressure on design leads→ design leads were too busy and overwhelmed with work to pay attention to helping out new people (completely understandable btw). The groups set up at the start of build season immediately fell apart, design leads spent too much time doing things on their own due to crunch time. Information is not being passed down properly.
    - Also way too much pressure put on design leads during comp & build season leading to toxic expectations from mentors and from themselves
    - Many of the first year I know spent the majority of the build season just watching the design leads. Yes, this is an important component of learning. But should it be this

significant of a portion of what first years can do? No. There is a drought of real firsthand experience.

- All real work first years got was because they ACTIVELY LOOKED for it. What should've been a guaranteed support system quickly became a "the person who begs the most for work and finds it, wins." Obviously ambitious, dedicated people deserve more opportunities but the lack of predetermined support was honestly ridiculous
  - - saying this as one of the sweats that stayed far too late every day of build season and bothered all the design leads for work (sorry guys)
  - Ya I agree this is very bad + esp there are people with personalities that find this very hard (me included)
- **People say this team is cooked because "all the good people are leaving." How do you expect new "good people" to be created if there is literally no support for first years and for general growth on the team? (So facts btw) +1**

- The problem with the lack of structure and chance to grow given to first-years is that even those who try very hard will not be able to contribute as much the next year, despite working a lot + sinking a lot of time in → makes progression on the team quite difficult
- Side note: understandably we are not a team with infinite resources and time. It is completely reasonable to assume that first years should be putting in work on their own to become competent members on the team (research, learning from other teams, external resources, etc.). But differing from programming, a lot of engineering is hands-on and experience based. There are simply too many skills and topics that cannot be taught online or at home without the lab. Adding on to this, many of the issues outlined in the previous bullet points (lack of structure, lack of opportunities, growth for hard working students being invalidated, etc.) are related to the fundamental system of the team. This is not a surface level problem that can be addressed with just "oh, it's your fault for not learning on your own." **There are serious issues preventing new people on this team from growing into leaders, and in the next few years we will be seeing the impact of these broken systems.**
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- **Adding onto that, giving PROPER CREDIT to those who aren't design leads**
  - Implicit assumption that anyone who isn't a design lead can't do much—even when they are given jobs, it's usually insanely unimportant OR just redone by a mentor/design lead

- Just often not given proper credit/recognition for work that *has* been done
- Making sure that everyone is mentioned and is accounted for - not just leads
  - Addressing entire subteam while talking to them, not just the same 4 people over and over again
    - Bro its genuinely crazy how mentors wont even LOOK at you if you're not a lead, like their eyes will just completely glaze over you
    - The meetings we have at the beginning are literally just referring to the same couple of people, and although the mentors act like this isn't true, we can all literally see who they are referring to. Obviously the leads should be mentioned bc they are leading it for a reason, but other members of the subsystem should be drawn into the conversation.

- **ED2 (and potentially ed3/4) are empty classes as well**
  - (more like a general course issue) basically all you do is "more cad," but all of the information comes from one singular website for FRC that anyone can find online – Tackett literally does nothing in that class. you just come in and study by yourself in this course and then he gives you a shit grade because of the stupidest and most unimportant things
  - https://www.frcdesign.org/ (website literally all of ed1/ed2/some frc mechanism practices → if you wanna get better at cad just do some of the things here)
  - what do we do in winter / spring term?? work on robot all class long, no new CAD skills to learn or more general engineering mindset growth
  - other than projects from the website we recently had a "Turret Design Project" → literally just copying a turret and it's shooter from an FRC robot in previous years (why can't he just teach us something design related like structural integrity systems or how to accommodate space for wiring)
  - Sorry but like how much CAD and engineering-design stuff does Tackett actually know? Sometimes when I'm asking him questions it turns into a group investigation… then why am I asking him instead of asking the internet or cd or smth
    - Bro yeah and he's like so shit at machining too. I'm not even a machining lead and they could probably talk about this better, but I feel like he just always says he can machine shit for us when there are no machinists available, but he's so shit at it. I've heard multiple times that he's messed up and broken the machine himself. How are the machinists even expected to be so good if the mentor teaching them is so ass?

- Machinist side note: He's fine at using the machines just doesn't let students learn how to use them well. He often re-explains things or is extremely uptight about how the machines are used → not like Mr. White who lets you find out how things work.

- **Machinists**
  - The machinists are lowkey abused the whole season (I'm not a machinist btw). Expected to work crazy hours because all the parts flood in at the same time, remake parts, being constantly bugged as to when parts will be finished, and then after all that being treated like they're an unimportant part of the team
    - Literally shein workers
    - Other students on the team are extremely rude to machinists even when it isn't necessarily our fault. CAD gets messed up or the machines break and parts either come out wrong or too slow. When a mistake happens it can be genuinely dangers (sparks, cuts) and no one seems to be concerned that the machinists are okay or not shaken up and are just yelled at about the part being wrong or not made yet.
  - A lot of the times designers/mentors just straight up won't tell machinists about certain things relating to parts and then get mad when the parts are made wrong...?
  - Mentors make fun of how many parts we had to remake this year. Some of the mentors who are newer (sarath in particular, overheard on the bus at WCMP) are beginning to think this is the norm. But the number of mistakes was likely unnecessarily amplified by stress, improper management, extreme pressure, lack of appreciation, etc.
  - This is very real on the router. I personally do not work on the router, but why is the router run by 2 underclassmen? It is the most important machine in the shop and requires the most amount of work. There needs to be someone more experienced guiding them and helping them. There were so many parts being made wrong on the router, and I am not blaming it on the people working on it. Freshmen will make mistakes and that's ok, but it's not ok to have freshmen be in control of such an important machine.
    - As another non-machinist, I also think that Tackett being the "machining" mentor is so bad. He is terrible at using machines, but he is the one teaching these underclassmen how to use them. How are they supposed to be good if Tackett is so shit at it?
    - **Ellie adding: I think that the router (and other machines) needs shifts, it was insane to make Shivani and I do every single part and then eventually just Shivani,when I**

left there should’ve IMMEDIATELY been a second router person AT LEAST, shivani as amazing as she is SHOULD NOT have to make every single part, she spent hours and hours in the lab and on top of that wasn’t even really thanked by tackett and wasn’t allowed to come to WCMP (ik the whole hotel situation but still, that should’ve been taken into account) I think the router should be run like Mon Wed Fri by 2 people then Tu Thur Sat or whatever gets set up by another 2. It should be paired by 1 upperclassmen and 1 underclassmen. That way machinists get days where they can actually work on other things or learn other machines or CAD. The router (and other machines) should not just be an afterthought after CAD, it should be genuinely part of the process and more people should be involved.

Programming

Programming

- so little real teaching going on. I suspect this is due to students just being bad at teaching, not a systemic issue. but come on
    - The teaching philosophy has usually been students teaching each other by working on projects, not Koch lecturing everyone at once. This has worked well enough in the past (those around last year with Sean/Philip/Aanya/Eliza know), but clearly not right now due to the extremely limited bandwidth of more experienced members. I plan on doing significantly more teaching in the offseason and I apologize that the crunch at the end of the build season prevented us from doing a lot of that –JL
    - I don't think this is true, mate — for you, as someone coming in as a strong programmer, maybe so. But if the team is advertised as accessible for those taking programming I/II as a pre-/co-requisite, it's absolutely not sufficient. What happens to these "children left behind" is this: people who do not know what they are doing/are not given the chance to do anything end up not wanting to contribute to the team. Which is fair! And even during the 2024/2025 season, there were weaknesses (me) (jingyi virgil han). But it's becoming more and more of a problem now that there are two upperclassmen
        - Anyway, given that this is the only comment I intend to sign my name to, I'd just like to let all the first years know that I am extremely proud of them and their growth during a really tumultuous year. Had things been handled better, I would have loved to finish it as part of the team. To all of you, I tried to make this known as best I could during the season but I don't know if it worked: I for one love you all <3 :]
    - On the whole, this is a fair assessment of the situation. My thoughts are that: it is fundamentally unfair to everyone involved that students (who ourselves are not often as knowledgeable and confident as we would like) are to teach others (the blind leading the blind), but there is not much that can be done. It is unfortunate that I have to say the answer is "get good" but looking at other top teams and what they do with programming: they are often year-round programs with many many dedicated mentors who can do the teaching. We are not. To make up for that, unfortunately we have to ask that to get to the level of confidence and knowledge to contribute meaningfully, you must develop programming skills outside of robotics time/season.
    - To any programming student returning to the team: I am going to write a document detailing everything I currently know about programming that can be written down (and not just "experience" or "intuition", which you will have to gain yourself unfortunately). I recommend to everyone who wants to become a stronger programmer: pick any project that interests you and work on it yourself without AI. It will

> make you more familiar with reading and writing code. Compare robotics programming to that and you will realize the skills translate very well, and that the project you choose to work on may be more complex and advanced than FRC programming. Overall, seeing as team 5895 only meets for half the year basically, your best bet is getting good at programming in general, and applying that to robotics. –JL

I ❤ everyone on the programming team :) and I think our subteam is more inclusive and less toxic (from what I've heard) than engineering.
This has been an interesting season, but we should remember that each and every one of us has gone above and beyond, given our situation; all of you did amazing.
^^ ♥

Design Process

Mentor/Student input on archetype, build reasoning, etc.

- Sometimes, we walk into practice and huge chunk of the robot has been designed by the **“cad fairy” (sarath)**
    - Example: attempted to introduce a new prototype that wasn’t the wire spools (created in collaboration with Eric and other alumni), but sarath had done them overnight so immediately just shut down by tackett
        - As a new student on the team, I was tasked with CADing the bumpers this year. I was so excited to finally get to do something and didn’t want my job taken away so I worked on it at home too lol and finished it the day of. They also changed something on the design the next day and I did that too. But like 2 days later I came in and Sarath had completely redone it, like in a completely different document too. I understand that we were in a time crunch, but later i was expected to edit his bumper dimensions and i couldn’t figure out how he did it because he just did the thing without trying to show me how (isn’t learning the whole pt of this program?).
- Bunca’s 1h30m meeting that was honestly just an illusion of student input… options 1/2/3 that were really just the mentors steering us towards a single point the entire time
    - Speaking of, that meeting was a complete waste of time. They should’ve asked the programmers if the non-centered turret is acceptable (it is). The deprioritization of the programming team must be addressed

Overall design philosophy:

We are moving more and more towards building complicated robots that can do everything instead of simple robots that do a few things well. This is mostly prevalent in kickoff. Things I immediately remember are saying yes to climber and turret so fast. The way we used to do things on this team (which I think is right) is making a simple robot that doesn’t necessarily do everything well, but just focuses on one or very few things and perfect them. We need to go back to this design philosophy because we have proved that we cannot build a complicated robot within a reasonable amount of time. Winning and having competitive robots is more of a programming effort than engineering. Complicated robots only increase the limit of what the robot can do, not what the robot actually does. That is on programming. We are clearly not reaching the limit of the robot by making it complicated, it just makes the robot perform worse.

- Adding on, I think this philosophy really fits what this team should be for: **teaching** and getting kids excited about robotics/engineering; building an extremely complex robot kind of seems more specialized and not really a great way to be getting kids to idk actually learn something they can apply in the future (?)

- “Winning and having competitive robots is more of a programming effort than engineering” I disagree with this, programming doesn’t matter if the system is fundamentally mechanically constrained or if it just breaks extremely often like it did this year. But yes, more time is needed to iterate on programming just like with mechanical –lead typer
    - Yes, obviously we need a mechanically functional robot. What I wanted to say was the thing that makes the robot great is not being complicated but more of automation and coding.

Maybe just a more defined design philosophy before the actual build, I think programming and engineering should be equally valued during the discussion.

Genuinely who thought it was a good idea to do double turret? I feel like no one was aware of it except like 3 students until we somehow decided on that. There should be thorough full team discussions before any major decisions on the robot, not just some mentors vibing it and deciding on things → basically the entire archetype was built this way, only the mentors and leads communicating

- Avoidance of “after meeting subteam lead meetings” was a priority this year, but fell apart so… quickly
- Added side note: Any chief delphi thread within the first three weeks would have told you the dumper was meta. Teams who had built turret/insufficient slot shooter robots quickly rebuilt to this design, and for good reason!! Every sign was painted on the wall that unless you had sufficient experience (ex 1690, 4414, 1323) on turrets, to not build a turret, let alone two.
- Also find it crazy we did a double turret considering the past robots on this team (simple designs)
- As one of the people leading the prototyping on the indexer, we only prototyped the dual stream ONCE. We didn’t even make any iterations to it to see if it was completely viable and did minimal testing, but it instantly became our archetype that we were bound to for the rest of the season. On top of that, the actual indexer that got CADed was VERY different from the prototype, and many of the things that made it so good weren’t included. How did we just expect it to have the same level of performance as the prototype?

We should not be planning to fix our mistakes

It seems really really questionable that we are pre-season preparing for students to come in during spring break to be rebuilding/making major fixes to the robot. I’m sure it will always be the case that the robot needs extra time outside of meetings and during spring break for maintenance and unexpected competition breaks, but the fact that we are in a mindset of relying on huge fixes made during optional working times isn’t great. We shouldn’t be at a “we need kids to come in during spring break or we are un-competable next comp” mentality, we should be at a “it

would be really nice if people might want to come in during spring break to make our robot even better" mentality.

- And this pressure to "fix our mistakes" especially places a lot of pressure on students who can't come in during spring break bc they live far away or are just on vacation (god forbid we get a break). When those kids don't come in, maybe the mentors see that as a lack of dedication to the robot, when in reality it's just that they are physically unable to come. I think the spring break work we have done in the past has been good for the team, but this mindset definitely needs to change because it puts a lot of pressure on the students.
    - whoever said this, THANK YOU !!! UPVOTE !!
    - To add onto the simplicity points earlier, our team has never had the added pressure of significantly changing a robot's design/processes after week 1 (probably due to being competitive from the start and maintaining durability throughout the event to control all personal possible parameters). Aside from minor mechanical changes (ex heavier drivetrain to manage the L3 load in 2023), we have never felt the need to "scramble" for answers after our first competitions and this added pressure needs to shift back to what the culture/understanding regarding the build season throughout the competition season is.

Disciplinary Actions

Severe/significant punishment for those in the DCMP hotel room, especially in comparison to previous years (ex. People caught 2024 worlds, not punished just told not to do it again)

- Did not clearly outline the rules for room visitation, no room checks the first night (no proper communication)
    - Note: When Ms. Brown came in during the travel meeting, she did highlight that all school rules INCLUDING visitation applied during the trip. It was the fault of the mentors for not upholding expectations (no room checks, no reminders for day students) and ignoring the previous standards on the team (students in the past have never been punished for this behavior, in fact it was a fundamental aspect of the "away competition experience" to the point that it is now a tradition to bring cards). Though be cautious with mentioning the second point as that would mean revealing that our team hasn't been following the rules for years now lol.
        - Js curious, is no visitation actually a school rule? Heard they were chilling on the Boston music trip
            - Visitation enforcement depends a lot from teacher to teacher, clearly it's not very standardized. Michaels/Green/Krieger are generally chill and besides room checks don't really care/want to enforce small rules like visitation
            - I *suspect* the DCMP nonsense is more of a powertrippy thing than an actual respect for the rules.
        - I mean technically it's not allowed…
- Blamed the "no worlds" punishment on the deans, who blamed it on the mentors.
    - Eventually figured out to be the mentors lying to said students, it was actually their decision and they didn't take the blame. (I feel like a common thread of these complaints is mentors not willing/brave enough to take responsibility for decisions. I personally think that the punishment was a bit harsh but fair, *but the mentors need to take responsibility for deciding that way, it is basic decency)*
- Seemed to use the hotel room situation as a way to regain their deluded sense of control over the teams. The punishment was likely more harsh because the mentors could feel their grip on the teams slipping and needed a way to feel "mentor-like" again (AGREE +1 +1 +100000)
    - I don't really think so. Tho some mentors (koch, …) could have slightly had this feeling, making out all of the mentors to be outright evil and control freaks isn't really valid. It seems like it was just another of their numerous bad decisions over this season
    - My parents talked to Mr. Tackett and Mr. Brown about the whole situation, and Tackett made it very clear that the punishment was a

way of showing others what not to do– a very harsh punishment to deter misbehavior (which they could have just done by doing roomchecks in the first place)
    - As someone who's been on the team since 2024, the mentors have ALWAYS done room checks and told us WHEN they are doing room checks and that they ARE doing room checks. Just the fact that they are going to do room checks was enough for them to impose that "control" and "fear" they want the students to feel. If only they had told us that they would do room checks, people wouldn't have went into each others' rooms so openly… They did a really bad job handling this shit overall. They were so disorganized this season.
        - YES, room checks were never a "secret" like they were this year and the mentors were pretty transparent in 2024 that it was to kinda "prevent" this drama from happening? Kinda like if you're not in your room during the checks its on you…instead this year it just never happened until after the fact and used as a "I gotcha!" type thing..
- made a very hasty decision- they lowk had no time to think about it and randomly came out with this big consequence
    - Yes. also they had all of long weekend tho, if they rly wanted to investigate they could have. Also, messages they sent us were very unclear
- didn't DISTRIBUTE the consequences properly/to all the people who were there until it was brought up with the deans and complaints were put in
    - As an outsider, watching this was absolutely nuts. How are people involved in the same situation (maybe playing different roles but nevertheless in the same situation) getting different punishments and not getting punished until later??? I don't know how the mentors wouldn't think that kids would be frustrated about this, especially if some kids manage to not get punished while others are shamed for it.
    - The mentors did not try to get to the bottom of who was there, and even all the people they saw didn't get the same outcome. I feel like this almost is like social suiside for some people, as not only were people kind of hating on them, but also they got the same punishment later. +1
- (you'll prob know who this is but) when they brought up the punishment i was all like "i understand i made a mistake and i accept it" but also its kinda disappointing because i spent so many hours just making sure all the parts were cut right and i would spend hours redoing parts and all that stuff and its kinda like wow i put in all that work and it still wasn't enough to prove my spot even with this mistake… and they say "we had to show the other kids that they can't get away with it" but like i feel that cant be the whole reason… make a meeting telling them not to do it or put it in an email. but no

matter how much they say “this consequence doesn’t discredit your work” it like kinda does

- Why didn’t they do room checks after people got caught… like idk I’m happy for the people who got away with stuff but it also feels a little… hypocritical? Idk what the right word is
- Communication: why the heck was it never officially said that we weren’t going on the trip. Just a verbal punishment, parents didn’t hear about it until much later. ALSO, the night after the occurence, tackett sent strat team a very encouraging message talking abt how proud he was of all our work despite what happened. Later over long weekend, sent an email to everyone he ‘thought’ was involved telling us to write an email about how we placed the entire program in jeopardy. The deans would deal with the rest… kinda hypocritical to say this and then issue an insane punishment themselves once we get back

Tackett

Tackett

- Blatant favoritism
  - He holds INSANE grudges; if you did something he didn't like ONCE he will use that against you for the rest of your life
  - During an individual meeting (with like 3 people) during DMX, you could see how much he liked someone based on how he responded to them when asked the same-ish question (if that makes sense… if not just leave a comment)

- This goes with all the mentors but Tackett seems an appropriate place to make a general overview: literally they don't care about anyone that's not a subsystem lead. If the lead isn't there nothing can be done because they dont think anyone else capable enough. If the lead IS there, basically all the work is pushed onto the lead because again, they dont think anyone else is capable enough

- Puts undue stress on subteam leads
  - Very discouraging for those who aren't
  - Very few opportunities for those who aren't subteam leads to grow and improve their skills

- An experience I had with Tackett when I talked to him about key roles was quite frustrating for me because he didn't really outline why I didn't get it (just reassured me that it wasn't because I was not valuable to the team); later, and quoting him on this, said that my "worth went down" because I decided to move away from the router this year to work on a subsystem (kinda giving myself away here lol). Anyway the point is, why would he use that wording to describe why I didn't get a key role?? After that talk with him, I kinda just saw him for what he was and didn't really feel motivated to work on this team anymore. Kinda shows you how little it takes for words to hurt you in that way, and I just didn't expect that to come from a head mentor. Why I didn't get a key role I really wanted isn't the important part here, it's the weird word choice he used to beat around the bush with why I didn't get it that really bothered me (not sure if I'm explaining this correctly, but this is the gist of it).
    - He had terrible communication about the lead roles too. A quote I remember him saying is, when asked if someone's roles were given out because of their gender, he straight up said "Well, partially yes."

- Yes, and with this follow up comment, this is a crazy thing to admit imo. Just nuts. I can't even put into words how disappointing this comment is
- Right??? When I brought it up to him later, he didn't even want to take accountability for it, saying something like *we* don't fully remember if that's what he said.
- Highlighting this bc this is def a direct quote we need to bring up (like do the mentors have memory problems? We don't so 😭)

Constantly in conflict with other mentors - Koch made recommendations during DCMP that were directly ignored by Tackett with no further communication to other mentors OR students
-Could whoever wrote this expand on the recommendations that Koch made? Idk much abt this.

Just deadass doesn't communicate with anyone in general and will do everything to not address an issue (includes basically gaslighting you, avoiding it, etc.)

- The speech after dcmp was just beating around the bush. Never once did he take responsibility for his actions, address the events of the competition upfront, or take real steps to make amends with the students.
- Uses sarcasm to make jokes about serious situations and avert blame (every single night at wcmp before leaving the bus: "you need to go straight to your rooms cough cough")
    - This sarcasm very much bothered me. Why is he making fun of a situation in this way? NO matter what it was, in my opinion a mentor shouldn't be talking about any situation in this matter (it feels disrespectful to the people that didn't get to go on the WCMP trip and just weird in general-he's an adult and we're kids). Everyone laughed at it, but I didn't really feel like laughing, especially in a situation where the rules were not very clearly outlined imo. A lot of these kids had never been to worlds, and it was heartbreaking to see so many of their seasons end this way
    - Coming from someone who was literally there when he kicked them off, this is super disappointing to hear he joked about this after seeing the kids he kicked off for this reason *literally* crying.

- From the strat scout side, he has also been very much brick wall core: ignoring problems, holding them off, making decisions alone without telling literally anyone, etc. Communication is a two way bridge my ass (this ☝) +1 +1

Should have dealt with the Jacob leaving strat situation much better – although he may have been in the wrong, it was improperly portrayed to students and held as more of a defensive meeting to what they did right in the situation.

- Yes, seemed like a pat on the back for the mentors, and had very weird vibes. Obviously I don't know the extent of the situation or even what happened (I don't think we were told the "correct" story of it all), but it was still just weird.
- Why did he lie about kicking Jacob off strat? Imo that kills the trust so much, and they're still wondering why we don't talk about concerns with them…
- Here's a complete rundown of the mentors' treatment of the whole Jacob situation:
    - Firstly, according to Jacob, he had a panic attack when the mentors talked to him the first morning of DCMP and they did nothing at all to comfort him and make him feel better and he felt neglected. Although I believe that he's likely overexaggerating most of it, I do kinda believe him. After seeing the way Tackett yelled at me during Worlds for helping the strat leads and the things he said to me during the conversation we had for alliance selection for WCMP, it was clear to me that an "unstable person like Jacob" 100% would not have been able to handle the disrespect from the mentors. I quite literally had to beg Tackett to trust me to go up on the field and he continuously shut me down, saying he "isn't comfortable" with me going up.
    - Jacob also mentioned that he was REMOVED from strategy, which was very true.
    - The mentors had a conversation with us that night because of rumors that had spread about Jacob. They told us to stop spreading rumors and told us the "truth" that Jacob did not get kicked out of strat or the team, and that Jacob made the decision to leave DCMP and that they hoped he would be joining us again for WCMP.
        - These rumors were started because the mentors lied about Jacob not getting kicked out of Strat (Srinidhi was telling

people he didn't btw) while Jacob was telling everyone he did (which is the truth). How do they expect rumors to not occur when THEY are LYING to us???????--> and they talk abt building trust...

- We then had a meeting at DMX with the mentors and the Jacob situation was brought up with Rehan. Even after everything, people were super confused about what happened to Jacob since mentors were adamant that they didn't kick Jacob off strat but Jacob was telling everyone he did. I directly asked the mentors if Jacob got kicked out of strategy, and they said, very clearly, that he did not. (side note - I directly asked and was told yes, so i think the mentors need to be more in agreement about what happened? Also, later Tackett admitted that he was kicked off.)
- I then got to know about the stuff Jacob had been telling other people, and met with Tackett about it during Long Lunch that same day. I asked him again, if Jacob had gotten kicked out of strategy since that's what I had heard from Jacob, and he again kind of tries to avoid telling the truth and says "it was a pretty delicate situation, but we told Jacob he could stay at DCMP and help us." This response was kind of unclear, so I asked him "does this mean that if he stayed on the team, he would've been doing Strat." And Tackett finally gave in and told me "no, he definitely would not have continued to be Strat lead until at least the end of DCMP." SO THEY DID KICK HIM OFF STRAT. Additionally, I get why they kicked him out of all of the slack channels, but why did they tell us "Jacob is still a part of this team and we want him to help us out at Worlds" if this isn't actually true?

Said earlier in the season – "there are no design subsystem leads".

- Honestly, just needs to be realistic sometimes. Even Koch called him out on this

Tried stepping into strat meetings at WCMP just to keep Aarav from giving us data; literally yelled at him for zero actual reason

Offered a solution for wiring being in such a time crunch before finals week - that the mentors would step in and do what was missing themselves.

- HOWEVER, NONE OF THEM CAN WIRE except sarath. (lol)
- Tackett's wiring is improperly crimped, comes apart easily, caused CAN issues on test chassis.

- Also this shouldn’t be a solution really; the kids should be able to schedule and make sure they can complete everything (obvio not the kids fault, a systemic fault in the way the season plays out). The solution shouldn’t be to go to the mentors, however "convenient" this may seem (again, not targeting the kids, this is just the way it works out most of the time)

Quote from Tackett: “I have done this for over 10 years I know how to do this” and gives a very weird/stupid solution. (guess why u dont have banners and we do) Just doesn’t know anything about anything and doesn’t qualify as a head mentor. Like can you please prove you are capable of doing something other than getting our parts from mcmaster?

Doesn’t understand that humans have emotions and personal lives. Was told I wasn’t dedicated enough just because I was in the health center a lot when even though despite my personal issues everything he needed was made on time. Got a leadership opportunity taken away because of this “lack of dedication”

Just generally choses if he likes or hates students, then favoritism + all credit goes to them whether they did the thing or not. If he hates you, you get no opportunities and get stuck in a position where you can’t move up in the team leadership but you have enough of a job to keep you busy. You don’t actually learn anything new, you just do the same thing over and over again. **Especially with machinists.**

Absolutely **no idea how to handle or manage teenagers.** I think him being the person that is primarily responsible for the team is genuinely a safety concern. He does not have our safety (not like machine safety, like making sure we eat and sleep) at heart. He does not notice or care whether we are doing okay or are overworking ourselves; he just cares that we are still useful to him.

Mansplaining. ->anyone wanna add specific situations/quotes of this?

- I went to go talk to him about some of these issues (not being allowed to really contribute, being treated as lesser-than bc I’m not a lead) and it turned into him telling me I should seek help if I feel unconfident in my skills, that I should reach out more. That it’s *my* responsibility to *help myself* learn, even though that’s what I’ve been trying to do the whole season. He basically took my complaints and mansplained them

back at me to make it seem like it was my own incompetence and shyness. In reality it probably was some of that, but definitely was also due to systemic problems (mentioned in other tabs) that he just completely ignored

(this ☝)

Doing things behind closed doors. You all know what I'm talking about but: strategy leads. Adding a strat lead a few days before comp without telling the rest of the team is insane. Nothing should ever happen secretively and no one should be *purposefully* left out LET ALONE BY A GROWN MENTOR. That was such an immature thing for him to do.

- I understand that during the build season and especially the competition season that things like this might distract people if they are done publicly, but please try to avoid "secret" DMX meetings with like 8 people.
- NOTE (from Rohan): The situation on my end was also very confusing. After the meeting discussing new roles, on Monday (<24 hours before we left for Houston) he approached me & was very haphazard with the reason why I was chosen. Of course I cannot help but be a little bit happy I was given the opportunity, but I really wish there was clearer reasoning (not just "characteristics," what is that supposed to mean about me, and Harry who was also moved?)
- When Mr. Tackett told me (Zach) that the mentors decided to put me on strat, he did it really secretly and I had no idea what to do. Do I tell people? Do I not? Who should I tell? Like, Tackett didn't even tell other strat leads when I assumed he would. I just wish he would have addressed this publicly instead of putting that on me, really ruined Warren Hills for me.

Sleeping during scouting meeting at DCMP (lack of commitment+not caring)

- Being non-existent during WCMP.
    - The time the servo broke and pit crew were trying to investigate what went wrong, tackett just showed up and took the servo and was trying to inspect it himself (as if he would know), and then just left the pits with the servo. How are we supposed to find out what the problem is?? Can't even find him because he just disappears into the venue and comes back like 20minutes later or what

- Not being with the team in the stands during einstein: why are you not supporting the team? i wasnt able to get into the stands after it filled up cuz 1. no mentor was there to lead me in through the security 2.didnt save enough seats for ppl
  - Help why did we get more seats from 484 than our mentors 😭
  - Oh he has sensory issues guys he mentioned that Einstein is too much for him which is understandable
  - Yes why would u bring people to a boat right before einstein? Do you even care about robotics???
  - I think they wanted to go but ya fs
  - I brought this up somewhere else, but even if he himself doesn't want to go, a good mentor would encourage the team to go. It was really sad when 484 asked us where our mentors were and we had to tell them that they had just left us to go chill outside and didn't even encourage us to go to Einstein.
    - W Koch at least for saving seats and encouraging underclassmen to go to Einstein, but I think it should be HEAD MENTOR who should be doing that...

Koch

Koch

- Often gets irrationally angry or impatient
  - A fully grown man having *temper tantrums*
- Derogatory language, has a habit of calling first years the following words (instead of just teaching them):
  - “Incompetent”
  - “Incapable”
  - “Haven’t a clue what they’re doing”
  - “You can’t even do ___; what CAN you do?”
  - “Next year we’re going to be effed” (no matter the situation, there’s never any valid reason to act like this in front of teenagers)
  - “Can you go do something useful for once”
  - “It’s not that hard”
  - “Idiot” / “Are you an idiot?”
  - “Have you not been listening to anything I just said”
- Yelling at yuvraj (I think?) publicly at last years WCMP was lowk fucked too
  - Full grown adult mind you….
- Screaming at Nigel and I for a typo in subteam updates
  - For me, when he saw the typo, he actually *threw* his phone across the room in anger and screamed. Like, *you are a fully grown man mentoring kids, you should not have temper tantrums*
    - Genuinely thought I would get kicked off the team *for a typo*
  - *Highlighting this bc this is not acceptable*
- Screaming at students for having a snack near a radio (mind u the radio was 9 miles away from us)
  - Full on tantrum at the end of the meeting
  - He quite literally said that the radio (same about limelights) was worth more than *specific people,* who were *FIRST YEARS* and I guess me too lol
    - I remember that 😭
    - OH YEAH THAT IS ANNOYING AF TO HEAR BRUH
    - PUT SOME RESPECT ON THE STUDENTS FOR ONCE WE HAVE ENOUGH GOING ON WE CAN LEAVE AND YOU CAN HAVE THE RADIO CODE FOR U IF YOU WOULD LIKE THAT (agree) +1 +1
    - Wait that is SO INSANE.

- Yes imo this is definitely a Koch problem – he is/was (when I was taking his class) like this a lot to PCH students (he is still like this from a freshman taking 2H)
    - I agree with this, but I also feel like he favors the 2H and PCH students a little more too
        - Yelling at Sophie for no reason, or pressing her when she couldn’t answer something that she didn't know the answer to (multiple times)
            - Also she has mentioned crying multiple times when he has asked her things, yells at her at start of meeting (was there to witness sadly)
            - Yelling at Sophie for not typing exactly what he said, then getting mad at her again when she started typing exactly what he said
                - This happened literally two days after the incident occurred to her at Montgomery, i lowk dont know what happened but its clear she was feeling terrible, which he literally knew. If you are aware of what your students are going through, you should adjust your behaviour accordingly
        - Why does he never talk to me without me talking to him first :(for reference Koch has never taught me in my 3 years at Peddie
- Although it was definitely compounded by stress near the end of the season (and another reason things have to change about build season)
    - Koch tends to be heavily influenced by emotion. I find that everything from his teaching to his mentoring capabilities rely on how happy he feels that one particular moment (+1). This is fine as all human beings have their ups and downs, but I don’t think it is right for him to be straight up derogatory to students for their mistakes simply because he feels stressed.
- Seems to be incapable of taking criticism, even on very minor things
    - Side note on ability to take criticism — Koch is scary to talk to or ask about something; you don’t know what he’ll say or do
- Also favoritism, not NEARLY as evident though
    - Applies to freshmen (AA, Meghana; no hate but Koch is very open & happy with certain people without ever assigning them anything he can get mad about) & senior.

        - It shows how he can be so much better to the rest of us. I still think there's absolutely zero reason he should have favorites (+1) like he's a teenager too. He's a mentor with a responsibility towards the team & the students' growth. +1
- Positive opinion due to actually attempting to do things throughout the season to help students (DCMP)
    - Well yeah he's def a positive at the end it's just that this needed to be addressed as something to improve on. Kind of ridiculous talking to teenagers like that (agree)
- More patience — mistakes should be allowed (the whole point is growth)
- Positive opinion: Koch does attempt to communicate, but is just emotionally unable to. The "I am truly sorry" from him from the meeting where Tackett discussed communication after DCMP felt very genuine. TBF though, if you are unable to communicate, should you be a mentor?

Bunca, Sarath

Bunca / Sarath

- Feels like they use Peddie Robotics as their way of “playing robotics” – makes it about them and what they want / them winning **rather than a learning experience for high school kids**
    - I’ll add this is an excellent observation but sadly there is not much that can be done – this is extremely common among high performing teams like 254 (but imagine there are like 20 of them) – not that it’s a model to emulate (agree)
- Only talk to kids they think are “valuable” – very demeaning for anyone they do not talk to
    - I love being treated like im subhuman !
    - The moment you aren’t useful to them they pretend you do not exist
    - The guy went up to me once and asked me to design something “I heard you are great at CAD” lmao
    - Sarath deadass just ignores you if you do ANYTHING (answer a question, try to help, etc.) and he doesnt think ur important
- Bunca is REALLY mean to people he doesn’t like that much
- Especially mean when he is stressed/not in a good mood
- Bunca is really hard to approach for newer members, often getting a cold response after talking to him +1

>> We understand that Bunca and Sarath are really passionate about FRC, and as a higher-level team, it makes sense that they really want to be pushing this team to its highest potential. Throughout the season I have heard a lot of praise for their expertise and abilities (most famously Sarath’s CAD). We also understand that they may not have the particular expertise in how to deal with kids. <u>HOWEVER, that does NOT change the fact that they ARE dealing with kids. That does NOT change the fact that their actions have an IMPACT on kids.</u> If you are unable to mentor a team in a healthy way (and this goes for ALL mentors), you are in the wrong place. We absolutely want and appreciate their input, but that commitment has the <u>mandatory</u> requirement that you deal with kids properly. Please reconsider your place on this team if you are unwilling to compromise on your way of being on this team.

Bunca can switch up really quickly on you – ex. The Aarav situation in queue that multiple other team members witnessed and brought up later, even to him, that they were uncomfortable with.

- Sees Aarav as quite literally, <u>Jacob reincarnated</u> (has said this multiple times) and has tried to force him off of strat/off of anything without giving him a chance first.

    - This is an insane comment, and this has to be one of the top things that we address with this guy, because why is he saying this about kids on his own team.

Bunca is very strong on what he thinks is right in designing. Doesn't really care about what other people think and just brushes off people's ideas even if they make a good point.

I think a good point to add to this is during dcmp's scouting meeting, Bunca just shut down the system scout leads wanted to try because he didn't want to leave keep/swap. He did not even try to hear them out.

- (as a scout lead who was pushing for this new system) idk I kinda get why he shut down the system. Like yes it was early in the process and I didn't expect it to get veto-ed so fast but as someone who doesn't know what we're planning on doing and DCMP being the most important comp we have a "good chance of winning," I get the concern. Like yeah tbh we should have communicated the new system to them / at least told them what we were planning beforehand
- Honestly as an outsider to this issue i feel like it made sense to shut it down. I fully respect your efforts on this new system but you just were not doing a good job at showing you made an efficient system during the meeting. We had very limited time and we couldn't really make this change to the system if you failed at selling it to the team quickly
- Still though, i feel like he didn't even try to understand what we were doing. Also he yelled about it and then left the meeting early… also I think he left all our other scouting meetings early so don't the people who actually know just how ineffective keep-swap is know better?
- I agree that his reasoning for discarding the system was correct, but he didn't even give us a chance to properly demonstrate it. He honestly got pissed that we were slow at pasting team numbers into the sheet and shut the idea down. To respond to the point someone made about us not doing a good job of showing the system, we didn't even get to show it. We realized people weren't understanding the words coming out of our mouths, so we started demonstrating it, but it got shut down before we could.
    - The meeting was just a waste of time. All of you guys gave your input for 3 hours, just because we didn't have a proper picklist, and the scout leads made their own picklist the next morning using the system we wanted to run during the scouting meeting.

Bunca jumps straight to extremes → during the DMX meeting

- Elaborate?
    - He asked us something along the lines of "do you still even want to go?" "do you think it's still worth going" (referring to Houston)

Srinidhi

Srinidhi

- Attitude / Language
  - “Whenever I am in a situation like this, I stop and think about what Meredith would do. If anyone tried pitching themselves to him, he would stand by his decision and just say no.”
    - I don’t think that anybody should be invoking Meredith, full stop.
    - To add on to this, since the comment was directed at me standing up for myself, I was told by the mentors at the DMX meeting that if I had talked to the mentors and pitched myself for going up during DCMP, they would have listened and supported me, so they told me I need to be better at communication, but this mentality that Srinidhi and the other mentors have developed, that they won’t budge from their initial decision HEAVILY goes against this “communication” and “support” they pushed during the DMX meeting.
  - (about losing dcmp) “it’s not a big deal I’m totally fine”
  - Also, at the DCMP scouting meeting, she was so quick to cave to doing the keep-swap despite scout/strat leads putting in lots of time to come up with the new method. Why is our strat mentor afraid of standing up to other mentors??? What’s the point of even having a mentor specifically for this if all they’re going to do is cave to what the other mentors want?
  - Cutting off Aarav, demanding why he was “talking over her,” and getting really annoyed afterwards
    - Bro this shit genuinely pissed me tf off. I was saying something very important during the meeting, and she interrupts me while im mid talking to say the EXACT SAME FUCKING THING, so I keep talking and talk over her so that I can finish making my point, and she gets pissed and tells me to stop talking over her, so I clap back and tell her that I started talking abt it and she just randomly interrupted me to say the same thing, and then Isabelle intervened and said we need to stop arguing and told Srinidhi to go first (no hate Isabelle but this pmo), but when I talked to Isabelle about this later, she’s honestly just scared about standing up to the mentors (Srinidhi and Tackett specifically) because of the way they treated Tiffany and I

(Aarav) when we stood up (me too...). **This mentality of being scared to stand up to the mentors is TOXIC.**

- To add onto this as one of the new people who were allowed to be at the meeting, my only reference for scout/strat meetings has been the extremely dysfunctional ones for this year. It was only when I started reading this document and seeing how things used to be that I am now realizing how toxic the environment is. It is not ok that I found it normal for Srinidhi to be this overbearing and rude throughout the meeting.

- keeps hammering in "one conservation only" during the houston scouting meeting while not adding anything to the convo
  - What is she actively contributing to the scouting meeting? +1
  - Unironically this is Mr. Meredith quote, doesn't help the whole trying to emulate him thing.
  - Yea wait she literally called for only one conversation, the proceeds to talk over people to contribute literally nothing to the effort

- Incompetence
  - Asking about 4469's archetype
    - THIS WAS INSANE BTW
    - For more context, Srinidhi went up for alliance selection and asked our alliance captain to "remind me again what your shooter archetype is". PEOPLE LIKE THIS CANNOT BE GOING ON THE FIELD. IMAGINE HOW WE WOULD FEEL IF WE PICKED A TEAM WITH OUR FIRST PICK AND THEY ASKED US WHAT OUR ARCHETYPE WAS. She is an INSANELY TERRIBLE image for the Peddie Robotics team and should 100% be removed from the team.
    - Bombaclat 🤦‍♂️
  - (see more in the Scouting Meeting / Alliance Selection section) During the actual alliance selection, not knowing the teams well enough to actively contribute
- Scouting Meeting / Some Alliance Selection
  - Not giving scout and strat leads any time to shower / rest / change or anything after (Sarath) somewhat promising us time to do so

- “Leading the meeting” while not doing anything except yelling at us, scrolling, and gossiping with the mentors (Koch + Bunca)
- “The meeting ends when dinner arrives”
  - Who are you to decide that / thank god dinner arrived later
  - No picklist at the end of the meeting (screenshot of the result is below on the left, “worse picklist Tony has ever seen” (btw the lists are just teams that can do the actions, not actually ranked)
    - Side note from Tony:
    - A conventional scouting list (from what Mr. Meredith would teach) looks something like this (right, ex.

Passing	Defense	Depot Auto	Follower Auto	DNP
1403	5181	9572	1403	11417
3937	4125	4655	484	931
5653	1533	7415	9572	2556
3931	3082	2054	1756	11242
5181	4087	3501	3243	6665
8119	364	111	5653	10991
484	4020	364		5577
1816	4766	4020		11244
6911	6201	4766		6429
6487	7415	3937		10034
3082	8858	4087		16
4766	2590	5181		8069
8159	3501	8858		2635
8858	4607	5653		11214
2813	2393	1403		5705
4322	8159	1391		
111	4322	6201		
1023	4450	4450		
1391	6487	2393		
2590	6911	4607		
4020	9572	1816		
4607	6985	3082		
4087	1023	1533		
2054	2491	6911		
3501	5653	3243		
9572	4087			

Cleanup	Hybrid	Passers	4p Autons		1st	2nd	3rd	4th	Bubble
5940	4414	6328	5809		5940	2046	687		
6328	4481		3128		6328		3128	1781	
33		4414	687		4414	195		108	6647
	180	687	818				4909		
195	3357	8613	1325		4481	5895	88	3546	
8013	2046		1403		180	3175	818	1218	
3175		3128	1781		33		3006	1671	
3310	1325	3006	2046			8613			
4270	4909	3546	2370		8013		498	2370	
	5809	1250	3006		3357	3310	1403	8592	
4909		2370	3310					456	3494
818	498	456	3641			4270	5809	1250	
5809	88	4786	4230				9072	4230	
9072	3006	9072	4414			1325		68	
	1403		4481						
1403	8214	8214	4909					8214	
108		8576	5809					3641	
8214	8592	5232	5940						
498	68	818	8013						
		88	8214						
1671	6647	5809	8592						
1781			8613						
4230		1218	9072						
8592									
456									

Hopper 2024)

- I (Tiffany) felt concerned over this nonfunctional picklist and stayed up until 1-2am making the picklist we used during alliance selection. Not that I’m looking for anything (I did this bc I wanted to) but some recognition would be nice.
  - Thank you tiffany!!! Was also super worried when I left that meeting
  - Same bruh, Tiffany you’re the GOAT, I don’t know what we would do without you. Did the same thing at DCMP btw.
  - Wly tiffany
  - I wasnt at worlds nor am I a scout/strat lead but I love tiffany too
  - Thank you tiffany ur awesome!!

- In the previous DMX meeting the mentors said she is there to support us + she will adjust what she does on the team according to our feedback. In the scout-strat meeting later, Tiffany asked for a more student-ran scouting meeting, she agreed “if that’s what you guys want ok” but was visibly upset. In the WCMP meeting she completely ignored this and literally controlled what we were doing / would not listen to any of the scout or strat leads. In the interest of not arguing mid-event and wanting to go to sleep (it would take too long then to resolve everything), we didn’t say anything
  - More about the visibly upset, when the leads introduced the new way of picking teams before worlds, I saw her literally *roll her eyes and sigh*
- (idk the details) spreading lies about Aarav to the mentors?
  - So basically, from what I heard from Yuvraj and Rehan, Jeff has been told that I apparently lied to Tackett and Srinidhi about Jeff wanting to go up during alliance selection, when they talked to me abt who's going up. Here is what actually happened. Tackett told me that all of the mentors talked, and they think that Peter (changed to Sophie), Isabelle, and Srinidhi should be the ones going up to alliance selection because they are uncomfortable with Tiffany and I going up. I responded by saying, “well I talked with the rest of the student leads, and we think that Tiffany, Jeff, and I (Aarav) should be the ones to go up, but we are being reasonable and understanding that Srinidhi wants to go up.” They both then gasp, and Srinidhi gets mad at me and says, “I think it’s so weird that I AM THE STRATEGY mentor and you guys want Jeff to go up. If you ask Jeff even he wouldn’t want to go up.” And I agreed with that statement they made. At NO POINT did I say anything about JEFF saying he wanted to go up. Isabelle was present and can vouch. We also had talked abt Jeff going up potentially with some people like Rehan who can vouch. Srinidhi is a fucking baby who just spreads rumors so the rest of the mentors could be on her side. Jeff was actively upset with me about this, and probably still is, and the mentors all think I’m a bad person.

Brown/Dave/Zaiser

Dave ❤

- is the most chill guy of all time
- Goat
- I love Dave
- awesome mentor
- No faith in my apush □□□
- Literally support human on the team and understands us
- We all love Dave

Positives:

- bent our intake rail in the DCMP parking lot on a sewer grate!
- Had a multimeter in his car when we forgot to pack it (twice…)!
- isn't afraid to stand up for the better of students during mentor talks
- helps with router :)
- Hella funny
- Goat on the lathe
- Fire corner unit
- **Advocates for us!!! He freaking CARES about the kids**
    - **HEAVY ON THIS**
- Gave me a sticker and a magazine and tells funny stories
- Can do a bunch of wiring stuff! Always offers to machine stuff/help out

Negatives:

- Literally fucking nothing he is the absolute goat

<3

Brown

- is chill, maybe more involvement in scouting/strategy? bg
- NOT a big deal at all but ChatGPTs everything like bro it can't be that hard to write it urself
    - wait I lowkey think he just writes like GPT
    - I dont think he would do this cuz logically it wouldn't be faster to prompt chatgpt with the same ideas instead of writing it himself. Its not like he cant write
    - ok but when the outreach document is 50% incomprehensible ChatGPT 50% links to TBA ain't no one reading that shit
    - It's definitely ChatGPT… the amount of messages I see and "That's not X… That's Y" is CRAZY from his messages.
        - No bro ive seen him type it out in real time like he genuinely just writes like a bot

- Lowkey needs to do better with room selection… honestly just think they should let people pick (DCMP)
    - He did bro (only for wcmp? Not for dcmp)
    - Yeah this is unnecessary hate on brown he didnt rly do anything wrong and he did let ppl pick their rooms
    - He did a bad job during dcmp, but I think he learned from it and let us pick during wcmp.
- I have a question: literally what is his job? Like is it just logistics? Why is he the lead engineering mentor? Does he know how to help us with engineering? I think not.
    - Brown's job on this team is mainly just logistics and bumpers, and he has been doing that since a long time ago. No hate on him but he is not great at engineering. But he is aware of that and sticks to what he is good at, and does it pretty well.
- At least he makes the bumpers
    - Wait for this point he needs to make them faster like he was so slow with them this yr and for a good chunk of the season it was genuinely detracting from our progress that we didn't have bumpers made.
        - The intake testing was delayed prior to warren hills for multiple days since bumpers weren't made. He's chill but he should be faster with bumpers since it's his only technical job.
    - I think this also has to do with Sarath CADing them, then us needing to change it and not understanding his work?
    - At least he got the bumper paint right :)

Zaiser

- Pulled up to a talk with Tackett about sexism and had constant additions of "I know how it feels" (no he doesnt hes literally a man) / interrupting to add absolutely nothing to the convo
    - He just appeared halfway through the meeting and started agreeing with us , but also the mentors? without knowing what we were talking about
- Needs to stop giving his opinions on things he knows, quite literally, zero about.‼
    - Constant input on wiring - why??? +1 UGH ACTUALLY
    - Backseat wiring… +1 +1
- Can bro just leave +10000 +1
    - I think you'll find the mentors agree with you on this one (Bunca and Koch) +1
- Unrelated but please stop teaching me linear algebra in physics 1 +10000
    - Deadass bro

    - My notes look like they are in another ancient language (what are these symbols)
    - Genuinely cannot teach
- Zaiser experience in pit: was sitting on the pit bench and the only open seat was right next to me and Zaiser came to sit next to me and ig missed the seat (???) and came down on my thigh – was an accident but it would be really really appreciated if we generally paid a little bit more attention to spacial awareness, or at least apologized when accidents happen
    - Sitting on someone's thigh and not apologizing is a bit crazy 😭social awareness to be improved ig
- Doesn't pay attention to anything going on on software but tries to give his input and control what we're doing when Mr Koch & Jayden leave??
    - "Intake (roller) PID"
- The entire programming team knows more than him/will know more than him by the end of offseason, yet he attempts to shove his (*useless*) input into everything

General/Misc

Small complaint compared to everything else: the drive team is placed on a pedestal and given extra attention than they deserve; no reason for them to have dedicated photos, etc while pit team or scouters or strategy who are just as incredibly important to the team do not. I would stop the team from doing any drive team-exclusive event unless it is actually related to driving and discourage our alliance partners from taking “drive team photos” – 118 did not do this either.

- Although, during 2024 dcmp we did do photos for every subteam and everything - I think if you want this, you should probably just directly ask
- But I feel like as mentors, if they are encouraging drive team photos, they should encourage more people to take photos as well- it seems like they are just there to win and then leave, and don’t care about anything else.
- Like even when we lost DCMP, why couldn’t they call the whole team down and at least we take some pictures and stuff
    - YES we just all left as if there was no team effort? I have almost zero pics from this year…obviously our performance is not where we wanted it to be but we should still be taking pictures 😭
- This is another issue, but I think it’s wrong for the mentors to not encourage kids to watch Einstein, and from what I’ve heard, they actually just wanted to be outside during Einstein and encouraged the pit and drive team to do the same.
    - This is insane. Why would we not want to watch Einstein?? Especially for the newer members this is a great chance to watch some great teams, and there really is no reason we shouldn’t be?? Einstein <3
    - Also, when we were all eating pizza in Stud today, and then Tackett just said “we’re not meeting this week” and then just left without saying anything else??... was so sad and cold 😭like hello we just ended our season with Worlds and there is nothing to say?? It was so sad, and not at all like other years…
- On the other hand, Koch stayed and saved seats for the team somewhere on Galileo since like 1:30 PM and encouraged all the underclassmen to sit with them. It should not ONLY be Koch doing this. There should be encouragement from the mentors for students to take advantage of Worlds and have a good experience and watch Einstein because it is honestly SO fun.

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a kind of minor thing is that i think our mentors have been kind of un-GP this year.. like i
don't think tackett should be shittalking another team's wiring in public slack when ours is... questionable sometimes, going into events widely untested due to the time crunch that mentors push it into (echoed for programming)

- olivia (signing this so it doesn't seem like some random person is shittalking our own wiring)

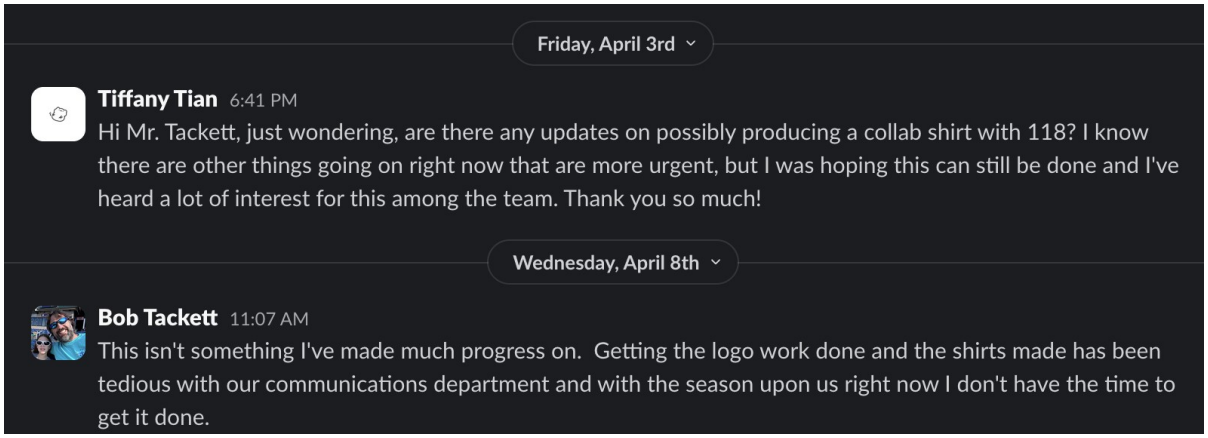
Yes adding on this why the fuck are we just blatantly ignoring the weight rules? We are literally **removing the crash bar before weigh ins and putting them on after that**. And the mentors are telling us to shut up when we talk about this. Like what???

A very minor thing: I think the mentors should give better pep talks. Sometimes the pep talks come out feeling like "we might not win but that is ok", which is fine but it would be better if it can recognize more effort done by the WHOLE TEAM.

- ESPECIALLY tackett
- As a side note to this, it kind of sucks to come back from a 3-day long competition and the end-of-comp pep talk is 80% "who can come in over the weekend"

Quality of life complaint: There are so many empty promises made especially by tackett. I'm talking about things like: !! where is the peddienauts shirt? !!(we have asked like 5 times) or Why is no one bringing us to phoenicia? He just pushes things back again and again and just leaves them unattended if he doesn't care. Just simply not showing that he cares about students on this team.

- Not important, but I never got to go to Phoenicias 😭, they never communicated when they would do the trips
  - On the one day they did it, they did at 10:30 am even though they said they would do it for lunch? I didnt even check slack at that time bc i didnt expect it happen then
- on this topic, here's this convo


Friday, April 3rd
Tiffany Tian 6:41 PM
Hi Mr. Tackett, just wondering, are there any updates on possibly producing a collab shirt with 118? I know there are other things going on right now that are more urgent, but I was hoping this can still be done and I've heard a lot of interest for this among the team. Thank you so much!
Wednesday, April 8th
Bob Tackett 11:07 AM
This isn't something I've made much progress on. Getting the logo work done and the shirts made has been tedious with our communications department and with the season upon us right now I don't have the time to get it done.

- I mean peddie communications are just opps lowk
    - Deadass
    - i hate peddie comms.
    - Idk this is prolly also true but in past years we always got dcmp winning alliance shirts... and this is worlds like cmon tackett >:(
- Oh nahhh 😭😭

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small but kinda big thing: i understand that we are a highly competitive team and everything like that but some of our hours are insane, and like i wouldn't be saying this if we had long hours and everyone had a job but like **sometimes we actually be jobless asf.** like why am i here for 4+ hours if i ran out of jobs □□ also like when they tried to have us come in the WHOLE heads holiday... that's was highkey insane. like wdym i wouldn't be able to go to any of the events. bro like wdym it's not a red flag when the DEANS have to tell u that this is borderline child enslavement 😭😭

- Yeah I think they redistribute time so we can leave earlier or skip if there's nothing to do and compromise by staying later during crunch time. For example there werent any engineers at the lab during exam week while programmers were grinding. On the contrary programmers are always there and sometimes have even longer hours during build season. Sometimes we just didn't have anything to do and were wasting time
    - This is a koch problem, he has a very "time to lean time to clean" mentality
    - Adding to the we didn't have anything to do, there is literally 4 meetings (12+ hours, btw) where programming did quite literally nothing, just let us out bro there's no reason for us to be there
- I agree, they also just don't respect our time. Once, they called us in on a saturday (but only certain engineers) for like a 6 hr practice and when we got there they had tasks next to whoever they asked to come in. They wanted

me to laser cut like one piece… for 6 hours?? Idt it was gonna take that long…

This is a symptom of other issues, but half of the engineering team is js there to waste time

- Needs better student selection, a large portion of the team is here to win, for college, because their mom/college counselor made them. Nothing wrong with that but you need to be productive and dedicated enough to deserve putting this on your application

Students aren't actually taught enough - more just expected to have previous experience + knowledge, especially with CAD.

- I am partially responsible for this on the typing side. I did my best at the start/middle of the season but as time ran out I really just started doing stuff myself. I knew this was going to be a dynamic but the programming crunch time made this a lot worse
    - I see what you're saying however this should've been address by mentors not students. The mentors should make sure that the students actually know what they are doing and that the new students are being taught.
    - At the beginning of the season, brown kept telling engineers that they should be letting newer people do the less complex CAD but like the mentors aren't helping with the culture at all either…

As someone who is not taking an ED class (and has not since freshman year): FIX THE ED PROGRAM. Wth is going on in those classes? Why are you guys making puzzles that look like sushi? That is NOT helpful at all. I think that should be a different class. Underclassmen need to be taught in the context of FRC.
→ Adding onto this, a lot of students outside of robotics take ED1 in particular…why not just make a robotics-only class? There's literally a class called "Robotics" and just let the people who aren't in robotics take Engineering Design

To add on even more, we had a huge discussion after worlds about how it's so unfair for kids in ED1 who DONT get into the team and are basically forced to take that class. We think that the way Meredith did it where he chose people for the team over the summer thru interviews and stuff was so much better as it didn't leave as many people disappointed and stuck in a class where the people on the robotics team are prioritized.

- Also had a huge discussion while cleaning up pits after worlds about changes that need to be made to the ED courses… Tackett seems to want to make all of the fall term of ED2 dedicated to prototyping a challenge. Not a bad idea in

theory, but knowing him it's probably going to be another dysfunctional slideshow with little to no support or actual teaching.

Adding onto this, because there are other people who aren't on the team, when I have to work on team stuff during class it's so unfair to my partner on a project who isn't on the team. I feel so bad basically ditching them because I need to do smth for the team.

I have a complaint for the students: some of yall need to remember that <u>we are a team</u>. If you've made a mistake, or gotten in trouble, or things haven't gone your way, it is so stoopid to pray for our team's downfall (like bro cheering when we lose…seriously??). Be upset with the mentors, be upset with the team culture, be upset with other kids, but do not walk around taking joy in our failures 😭. Like bro you just spent 5 months of your life dedicated to our team… Please be proud and supportive… don't be petty and immature. □□😭□

really small thing: but why are we incognito… we didn't post anything during worlds and we also have no fun signs or chants or anything like that. like i'm lowk getting fomo from the other teams 😭😭(like daisy's chants are so fun +383472)

- to respond to that, I personally think this is a byproduct of how depressed the people have been in the stands. As a scout lead, I just feel super demoralized and like shit all the time. In previous years, I always tried to start chants and make posters for the seniors, but now I just don't have the motivation to do it anymore. -Aarav
- I think this came more from the traditions from Meredith times. We never did any chants or anything and the whole team's vibe was just nonchalant about everything. This kinda sticks (at least for me) as what the vibe "should be" on this team
    - Ya i agree with this ngl
- the lack of posts for worlds is also bc no one was doing media (audrey we miss u ♥) -Tiffany
- Yea… that ones on me □ on a side note i AM lacking on the team spirit photos, some of the best pics from this season are the ones where people are excited and cheering but 90% of the time i point my camera to the stands our team just looks dead lmao -Audrey

i feel like the team overall is very split like there are such obvious barriers… more inclusivity pls (+1)

<u>Why do we not have an official team handbook</u> (that google form they made us all sign in the beginning of the year was not it lmao chat gpt ahh thing)

- This would also help with the unfair / unclear decisions in punishment (see the img in the helpful links tab for inspiration)

- Didn’t they have no idea that this “handbook” told us not to sleep on the floor???
  - ts frying me lmfao
  - @rachit
  - I’ll just say this now too I heard from different sources that Rachit was forced to sleep on the floor during Worlds?? I hope this isn’t true bc it’s a disgrace if it is…NO ONE should be sleeping on the floor—that is actually demoralizing.
    - This was a personal choice after they tried to force AA to sleep on the floor and Rachit felt bad (quoted from Rachit) but the point still stands
  - don’t care if this sounds dramatic, that is not the way we should be treating our teammates (if this is true).
  - Guys the only reason this was a rule was because Dante ‘22 would strip his entire bedsheets and sleep on the floor, but generally if not by personal choice this shouldn’t be happening

May be controversial but why do we have 40+ members on the team? I feel like some people are just sitting around doing nothing especially when the season starts and everyone is stressed, there are definitely people who don’t know anything.

- Sorry this might be kind of controversial but I don’t support the “we have to be inclusive” argument in some scenarios like this one. Peddie is a selective school, robotics is a selective activity. Giving more people opportunities is great, but not if it comes with the cost of efficiency (especially as a team that is historically always behind schedule and pressuring electrical + programming) and other aspects (eg. why wasn’t everyone invited to dcmp 2025?). Lmk if I should explain this better / any thoughts
- Totally agree. There should not be that many people on the team, especially because tackett does such a terrible job at choosing new students. He doesn’t know who is capable and who is not, so half the team is just doing nothing
- I have a completely different opinion regarding this issue. There have been attempts from kids that really try to learn and attempt certain tasks and are just never given the opportunity to do that as older kids just don’t want to spend time mentoring.
  - I agree with this – I think structured tasks and things like that would lead to better teaching = more effective team members. As a more experienced team member though, its less that we don’t want to mentor and more that there’s so much pressure from the mentors to have your subsystem done and ready to go as fast as possible that there just isn’t enough time to teach which kind of loops back to the original issue.

Small quality of life complaint about Worlds— can we stop booking flights that cause us to reach the hotel at 1-2am?? The bus the next day is 7 ish (also not sure why everyone had to go this year when the limit of 6 people per team in the pits exists) and I am NOT getting enough sleep
So true. The first 6 people should just uber there and the rest of us go in the afternoon. They just dont care enough to make changes on the bus time

- AGREED
- I don't think they really have much control over this. If they try and find better planes, in all likelihood they wouldn't be able to afford to bring as many people as they did to worlds, which is never good. I do think they should let people go in groups tho. Like why did they not want to do multiple trips? Is it more expensive?
    - we're literally paying for it ourselves tho 😭like in 2024 the price of worlds was 1200 and now its flipping 2000?? Also why are they not taking us to breakfast this year bro I'm actually starving >:(
        - This is a huge problem bro. They DO NOT CARE if we eat or not. There were like 2 Phoenecia trips this whole trip .
            - There was 1 😭

Not trying to attack anyone here, but this did not seem to ever get brought up which I think it should have: please be GP to other teams, like if a team is doing better than us at a comp do not be shouting rude things, or calling them derogatory terms, or praying on their downfall. Besides the fact that that's a one way ticket to getting DNP'ed, it's just like shitty. We are incredibly fortunate to have the budget we have, the experience we have, and the expertise we have. This is a HIGH SCHOOL robotics competition, not the Olympics. Be nice.

Sexism Issues

1. all 6 robot subsystems are led by guys
    a. a lot of subtle microaggressions on engineering (idk about programming) like sometimes Im just trying to do something and a guy will genuinely try to take my tool OUT OF MY HAND
        i. One time I was “taught” how to put a tote in the Milwaukee cart…
        ii. There’s also just an assumption that just because someone isn’t the “main” person to do something/isn’t the person to usually do it that they have no idea what they’re doing
    b. there just aren’t enough girl programmers to microaggress lol +1 +1
2. 6/7 subteams are led by guys
    a. $^{6}\square\male^{7}$ 677777
        i. Lmao im anonymous you guys wont be able to yell at me for this :)))
3. 7/8 new programmers are guys
    a. well, this is an interest problem, there aren’t that many girl programmers at peddie in general (for instance, co2026 doesn’t have a single one)
        i. Agree, i think this might be more of a systemic problem than 5895 problem (original writer)

(like this is fine, but if tackett wants to push for DEI he’s doing it in the wrong places… don’t make it feel like there’s imbalances in key event roles if there’s no chances to learn/grow on the team itself)

- To share a personal experience, before 5895 I was on multiple robotics teams in both FIRST and VEX – and one of the teams I was on did not allow me to work on or touch the robot because I was a girl (instead putting me on the engineering notebook/documentation because “girls could make it pretty”). So – sometimes it makes sense that girls will come into the team/school with less experience / less confidence in robotics than guys, and I think that this is the barrier that Tackett should be focusing on instead of putting girls into event key roles directly (olivia)

Also, as a girl, <u>I think adding girls to key roles just to keep a gender balance is sexist and stupid.</u> Give women the space to grow and be good at what they do and then you won’t have to cry gender balance when you put someone in a role.

- AGREED +1 +1 +1 +1 +1+1

- Naturally, if girls are included in robotics as much as guys are, then you will find that both girls and guys will be involved in key roles. There will be no need to include artificial “molds”, where one girl has to be automatically be considered for a key role just bc they’re a girl (instead, they will be included bc they are talented and completely capable). Not sure if I explained this correctly, but the point is there should be no mentor intervention to add a girl key role just because they feel like doing it will benefit their image and the team’s image at Peddie.
    - “soft bigotry of low standards”
- Also, there ABSOLUTELY are qualified girls on the team. You don’t have to go looking for them
- When there are complaints abt sexism, or we ask for more opportunities for girls, this does not mean to be sexist in the opposite direction. It is incredibly demeaning and belittling to do anything because we are a girl. If girls are chosen for pit because they are girls, how do they know they are there because they deserve it or because they were a diversity hire? There will be some girls who deserve a role more than a guy. There will also obviously be some guys who deserve a role more than a girl. What we want is fair game. We do not want the odds to be skewed towards girls for whatever DEI or feminism ideals you might think we want. If there’s a role better suited for a guy over a girl, we don’t want it.
- Btw, all of this is 0 hate to the girls that were picked for this reason, they have done amazing and adapted extremely well

significant portion of the machinists are girls; However:

- machinists on the team really aren't given that much opportunity to grow, like you're kind of trapped in that role and it does limit you from a lot of key roles like technician and pit etc
    - Not saying these roles are bad or we shouldn’t appreciate them, OR that the people doing them don’t enjoy it, just that it’s incredibly easy to get “trapped” in them - ex, students trying to leave and try something like CAD but not being allowed to until Tackett could find a replacement
- Not sure the machinists are very appreciated on the time (maybe this has changed, but as someone who did it last year, I didn’t feel like my time spent doing it was appreciated/other kids would make fun of me for it) THIS IS VERY TRUE

- also, as a machinist, I am stuck to ONE MACHINE —> let me learn the router, the water jet, anything else bruh I've asked so many times —> I wanna know how to do stuff, I wanna learn and be well versed, I don't just want to be good at a single machine
- Many of the mentors have a fundamental distrust for girls running the machines (especially Tackett, who doesn't trust the expertise of female machinists on the team)

So overall, it's frustrating that the only lead roles girls have on the team (other than tackett's kind of messed up key role selection thing) are machining.

Blatant statements by tackett to members of the team that specific key roles were given to specific people based on gender. This does not help either side. (absolutely, happened right in front of me. look at the quote highlighted in tackett's tab)

- upperclassmen girls ignored while first years given roles for seemingly no reason doesn't add up with this excuse—if you want female leadership, why not pick actually qualified candidates?
    - They wanted a younger student for the role, since they already had a senior and a junior. I do agree that picking a first years over second years for this is a questionable choice tho (no hate to the first years picked, yall did amazing)

- Rude/weird comments to female machinists
    - Made seem/spoken to as less than
    - (can probably tell who this is) Tackett- completely ignored the fact that I am in fact the main person being taught how to use the lathe. Mentioned in the team meeting that "no one knows how to use it" despite having seen me using it multiple times?? Also seemed uncharacteristically concerned about safety the one time he did recognize that I was using it. "Are you sure you actually know how to use this?" "I'll ask Dave to come and teach you" (Dave was incredibly nice to me and gave me helpful tips and tricks after this, did not try to stop me from using the machine and wasn't re-explaining every step like Tackett was).
        - I can confirm this and immediately thought of this person (lol) when Tacket mentioned in a meeting that no one knew how to use the lathe, like hello?
        - I have literally mentioned to Tackett multiple times that YOU are the one ERIC taught to use the lathe and he just dgaf...?
    - Tackett- "I can't believe you little girls were able to handle such a big machine" to Ellie and Shivani

        - tf???????
        - the fact that he said this still has me shocked now… like what..? -shivani
        - THIS IS A VERY WEIRD COMMENT (I know we are putting this all on one big doc, but wow, the AMOUNT OF COMMENTS that are completely unacceptable is unbelievable). If this was said to a guy (which it obviously isn't), then what would that guy think? They would think it's weird, because this is weird.
            - He said this?!? Ew…+1+1+1+1+1+1+1
        - Given less opportunities in CAD
    - Really concerned about my "nice" sweater??? Didn't want me to get aluminum chips on it, made me take it off and put an apron on… felt strange.
    - tackett told me that i shouldn't wear nice clothes like my uggs because "they are gonna get dirty and he knows us girls care about our uggs" like is that not crazy ..?
        - Would never do this if a guy was wearing a nice sweater (jacob LV sweater)
        - "Us girls"???????
- The certain strange comments made by MULTIPLE members of the team about all-girls teams or about women in general
    - Highlighting this cause students have to remember to not be sexist too, its not just the mentors
        - Some of the kids on the team were making insane comments about Sisters 1st esp at Warren Hills. You know who you are.
- Koch/other mentors describing wiring as **arts and crafts multiple times**.. like wow ok
    - Arts and crafts???? What a lot of the mentors can't do?? Jesus christ this is insane…next time you know engineering is about to become arts and crafts 😭
        - Side note here, wiring is arguably the most important component in FRC. Without proper wiring/maintance (ex 2023 Archimedes M5 2056) bad things can happen and for a team that once stressed the importance of wiring and the fundamentals such as daisy chaining, this is shameful.
    - He also uses the whole "arts and crafts" thing as a joke (e.g. if we're "having fun making wires") and starts laughing????
        - this, it actually pisses me off
    - Adding on to the arts and crafts thing: Koch uses the same term to diminish a lot of other important fundamental tasks on the team, not just for tasks managed by females

        - I know the mentors we're telling me something along the lines of I'm creative, so I'd be good at wiring and should consider it
    - He seems to just have a lot of scorn for anything non-STEM in general, weird jokes about literature majors and whatnot

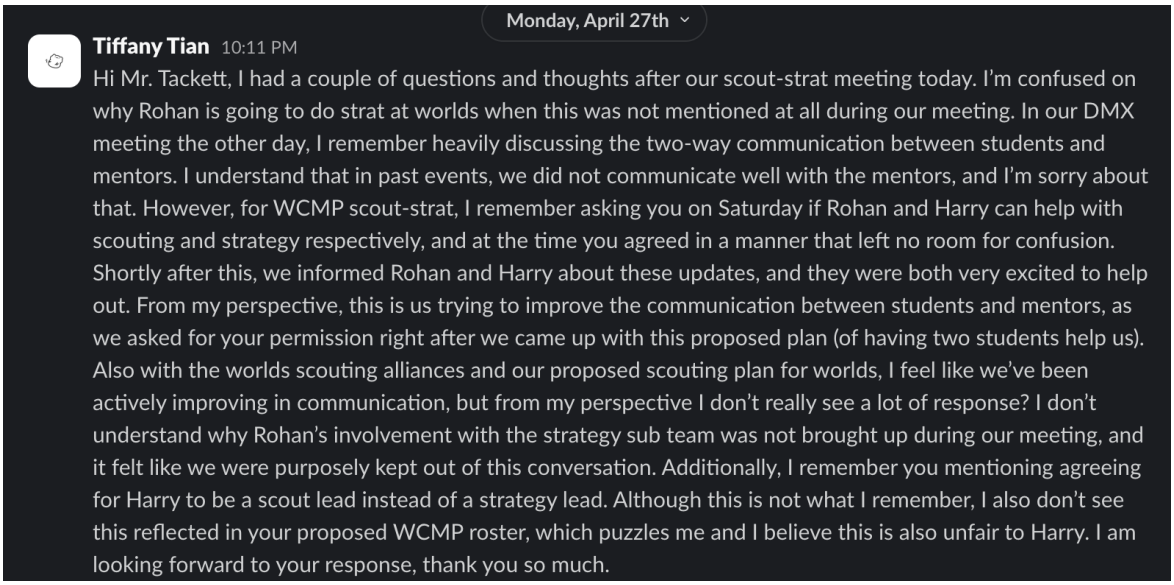
Tackett REALLY likes to jump to the arguments of "this is all the stuff I did for girls on 1807!" / "I have three daughters!" etc.. no actual addressing of necessary points

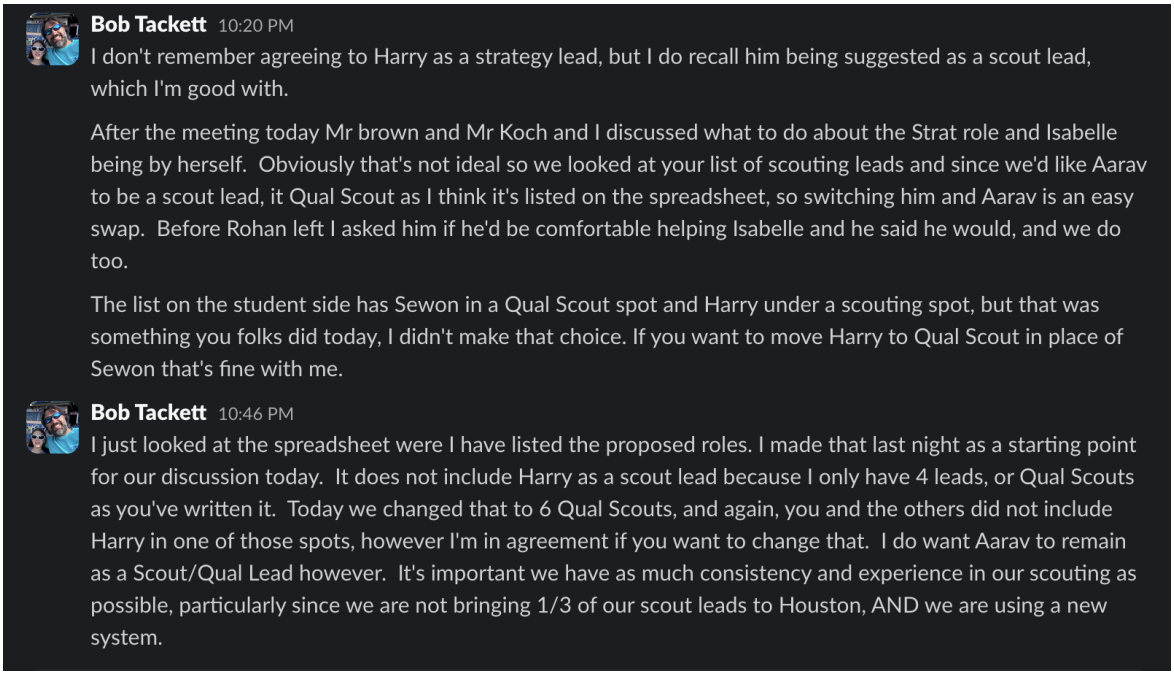
- I can see how from his perspective the "I have three daughters" line makes him "immune" to being sexist... but it doesn't automatically mean that. Like the amount of comments I've heard him say/mentor decisions that were... questionable... based on sex is far too many to remember. +1 +1

Scout/Strat

Scouting + Strat Team at Worlds

- On the Saturday before leaving for Worlds, Aarav and I (Tiffany) along with maybe Rehan asked Tackett if we can invite Rohan and Harry to help us with scouting and strat at worlds respectively. At the time, he happily agreed and his wording left no room for confusion; it was a definite yes. However, he later claims that he never agreed to do this, and instead agreed to make Harry and Rohan both scout leads. (Surely there's a security camera in the lab right?)
- Below, I have attached screenshots of my slack conversation with Tackett. I feel like he is not addressing the things I talk about in my initial message, but instead is justifying his actions / decisions and iterating this point repeatedly. (in case anyone is wondering, I did not reply to his messages from a loss of words and the helpless sense that I was not getting a proper reply (like talking to a wall)


Monday, April 27th
Tiffany Tian 10:11 PM
Hi Mr. Tackett, I had a couple of questions and thoughts after our scout-strat meeting today. I'm confused on why Rohan is going to do strat at worlds when this was not mentioned at all during our meeting. In our DMX meeting the other day, I remember heavily discussing the two-way communication between students and mentors. I understand that in past events, we did not communicate well with the mentors, and I'm sorry about that. However, for WCMP scout-strat, I remember asking you on Saturday if Rohan and Harry can help with scouting and strategy respectively, and at the time you agreed in a manner that left no room for confusion. Shortly after this, we informed Rohan and Harry about these updates, and they were both very excited to help out. From my perspective, this is us trying to improve the communication between students and mentors, as we asked for your permission right after we came up with this proposed plan (of having two students help us). Also with the worlds scouting alliances and our proposed scouting plan for worlds, I feel like we've been actively improving in communication, but from my perspective I don't really see a lot of response? I don't understand why Rohan's involvement with the strategy sub team was not brought up during our meeting, and it felt like we were purposely kept out of this conversation. Additionally, I remember you mentioning agreeing for Harry to be a scout lead instead of a strategy lead. Although this is not what I remember, I also don't see this reflected in your proposed WCMP roster, which puzzles me and I believe this is also unfair to Harry. I am looking forward to your response, thank you so much.


Bob Tackett 10:20 PM
I don't remember agreeing to Harry as a strategy lead, but I do recall him being suggested as a scout lead, which I'm good with.
After the meeting today Mr brown and Mr Koch and I discussed what to do about the Strat role and Isabelle being by herself. Obviously that's not ideal so we looked at your list of scouting leads and since we'd like Aarav to be a scout lead, it Qual Scout as I think it's listed on the spreadsheet, so switching him and Aarav is an easy swap. Before Rohan left I asked him if he'd be comfortable helping Isabelle and he said he would, and we do too.
The list on the student side has Sewon in a Qual Scout spot and Harry under a scouting spot, but that was something you folks did today, I didn't make that choice. If you want to move Harry to Qual Scout in place of Sewon that's fine with me.
Bob Tackett 10:46 PM
I just looked at the spreadsheet were I have listed the proposed roles. I made that last night as a starting point for our discussion today. It does not include Harry as a scout lead because I only have 4 leads, or Qual Scouts as you've written it. Today we changed that to 6 Qual Scouts, and again, you and the others did not include Harry in one of those spots, however I'm in agreement if you want to change that. I do want Aarav to remain as a Scout/Qual Lead however. It's important we have as much consistency and experience in our scouting as possible, particularly since we are not bringing 1/3 of our scout leads to Houston, AND we are using a new system.

The Alliance Selection Meeting

- The night before alliance selection, Aarav, Isabelle, and I (Tiffany) asked the mentors if the three of them could go on the field for alliance selection (all the mentors except Koch were present for this). We also suggested that if an adult was needed, we would like Jeff to come with two of us
    - At DCMP the mentors were upset that we didn't tell them our plan for alliance selection earlier. I remember something along the lines of "we'd agree if you told us earlier" but clearly this did not happen. This is also another instance where imo the students are actively trying to communicate and improve the communication problems within the team, but are not getting anything back from the mentors (especially Tackett)
- The next morning while we were in line to enter the venue, Tackett privately asked Peter (and was actively trying to convince him with phrases like "we think you'd be good for this" "this is for the good of the team") to go on the field for alliance selection
    - Also tried to convince me (Peter) to believe my decision of not going up there is self preservation and just trying to not put myself in a difficult position, when I stated that a group decision should happen on this topic. He says that I would have straight up been convinced by the other scout leads otherwise lol
- There is clearly not enough respect, attention, and appreciation for the effort and work put into the process of scouting and the scouting team, particularly from Tiffany and Aarav, for their contributions and information to be communicated into either scouting meeting or alliance selection. There was no definition or communication beforehand for the planning and scouting strategies on how the scouts or scout leads could work to improve any process whatsoever. It has become a common practice for mentors to announce decisions or halt processes last minute, despite previous efforts of meetings and explanations.
    - In general there is a lack of appreciation for the scouting teams (maybe that point also is true for strat but I don't know much about the strat team so this will be mainly about the scouting team). Never once have I heard a mentor tell me something along the lines of "good job" or "thank you." For students that (admittedly, chose to do so themselves, but no doubt do so out of love for scouting and the team as a whole) spend most of their worlds in the stands, I feel incredibly underappreciated and this

year got me wondering why I'm even doing this. (hope this doesn't sound too egotistical) Like I could be walking around pits talking to teams that I'm interested in or meeting with friends from different teams, but instead I'm spending most of my times in the stands watching matches + taking notes out of paranoia that if I don't we won't have enough information to make a decent picklist
    - This is so real. When Jacob left the team, I tried taking on the role of helping the strat leads while also fulfilling my scout lead duties, so I'd go do strat, and come back and scout matches. Despite putting in so much work, I was repaid with the mentors telling me that they think I am not a good scout lead and that Tiffany and Peter are the good strat leads, and should therefore go up during alliance selection. NOT ONCE DID I GET A "THANK YOU" OR A "GOOD JOB" FROM THE MENTORS. Only when I brought this up to them during the DMX meeting, did Jeff say that all the mentors thought I did a really good job. They couldn't say that until I had to say something about it...
- Tackett and Shrinidhi gathered all of the scout + strat leads in the lobby of the venue after we passed security and informed us that Sophie, Isabelle, and Shrinidhi would be going on the field
    - Why are there two strat leads? We agreed early on in the season that the format for alliance selection will be two scout leads and one strat lead
    - (no hate) Peter is not the "lead scout lead" in the context at this event. None of the mentors even spent significant time in the stands (AGREE +1)
        - The structure of the lead system should not have created a "lead lead" in the first place😭
    - The inconsistency between "we want everyone to feel included / get an opportunity" and what we heard at DCMP "we want the people with the most data to go for alliance selection" is blatantly stupid and atp just excuses they give to justify their favoritism /control over alliance selection
- Shrinidhi + Tackett's respective comments of "it doesn't matter you all have the same data" and "we don't have a say in this anyway since we're a first pick" regardless of reasoning we gave
    - (1) this is not true, to a degree even if we all watch the same robots / matches different people pick up on different things and as a result have different notes. In this regard, experience with

scouting is very important. Sophie is doing a great job especially as a first-year scout lead, but to say that we all have the same data is not true. Also, when you're on the field, especially with a better team, you can not rely on the database's information to answer their questions. Not only does this make us look unprofessional and unprofessional (?), but this also takes a long time (especially with bad wifi) and the new alliance selection regulations do not allow for unlimited time. Furthermore, we all watch different matches and different robots.

- Several scout leads have personal note documents that consist of their notes from the shifts and things they noticed in the matches they watched in their time. For an example, here are my notes. To address the question of why personal notes exist in the first place, I find it easier for me to remember the robot and pitch in more during the scouting meeting when I have all of my notes collectively together. I still upload everything I write when I'm on shift, and to an extent what I do when I'm not in shift is none of your concern. If this was a problem, it should have been mentioned to me instead of getting angry or annoyed or whatever she was feeling alone (Shrinidhi was aware of the existence of personal notes). This is another example of her failure to communicate well with students.

- (2) This is not true, first picks always have a say and you should not be relying on the captain's data. Maybe they won't listen to us, but we should always be giving input and suggestions. Additionally, in our situation, we were most likely going to be with a weaker captain, thus making this argument even weaker. We brought up these points to the mentors, but they would not listen and brushed us off quickly. To an extent I feel like they weren't listening to anything we were saying and I felt incredibly disrespected

- In the end, Sophie, Isabelle, and Shrinidhi were told to go on the field. Maybe this is incorrect, but it feels like the mentors purposely chose to have this conversation / inform us on their decision right before alliance selection so that **we'd have no time to have a full discussion.** In other words, they can just say that "there is not enough time to be arguing about this" and push whatever they want
  - Side note- preventing communication isn't helping solve the communication issue they "want to fix".

- (nothing mentioned in this paragraph is written with the purpose of blaming Isabelle, Sophie, or any other student mentioned) During alliance selection, Sophie was on call with Peter and me, who were in the stands. I'm not sure about the dynamic on the field (if Isabelle or Sophie is reading this can u pls comment on this ty), but from my point of view it felt like I was arguing with the alliance captain through the phone (Peter told me what they were saying, I told him my thoughts, he relayed this back to Sophie, and presumably Sophie told people on the field). In this regard, I'm not really sure why I need messengers (why couldn't I just argue with the captain irl?). (pls lmk if this is wrong) I personally think my communication skills and PR is pretty good, so not sure what was the problem lol (also mb but the points I was relaying were based on MY picklist that I stayed up until 1-2am making)
    - For me, it was more like the alliance captain was suggesting some wild ideas 1403...)
        - Side note here from a former scouters perspective
            - 1403 ranked roughly bottom 30 across all major scouting metrics (OPR, EPA, EPR) and not even in contention as a fourth bot on an elimination alliance at worlds. Mid-Atlantic was statistically a much weaker district comparatively to the rest of the regions in FRC and thus, it is expected that they rank/are prioritized lower for eliminations at Worlds.
    - that I didn't agree with, also the alliance captain said after they literally said "we don't have much data/ scouting so we will trust anything you guys say") so I wanted more support knowing that 1403 is.... questionable, but I defo agree that overall u guys (aarav, tiffany, peter) have more knowledge on robots (+past) and experience in general (3 years...) than me; i should have not been on the field as there are more deserving people who are j better tbh - sophie
    - Isabelle: tbh, the only scenario in which I should have been on the field is as follows: if two people on the field had done immense research on the captains and other robots. The only things I knew were the qualities that we discussed in our meeting the night before. I could not add anything about valuable picks given our captain. Srinidhi clearly was in the same boat (she literally asked RAID to remind her of their shooter archetype). We needed more people who knew the robots, not more people who

had an idea of what gameplay should look like with certain archetypes. RAID didn’t know what they were talking about.

Mentors should be more involved during the scouting process (coming to the stands), almost feel like not being taken seriously, especially that during scouting meetings not enough attention and trust is given.

Mentors such as Mr. Brady used to be attentive at the stands scouting robots qualitatively and actually having reasonable input on which robots were good and which ones were not

Helpful Links

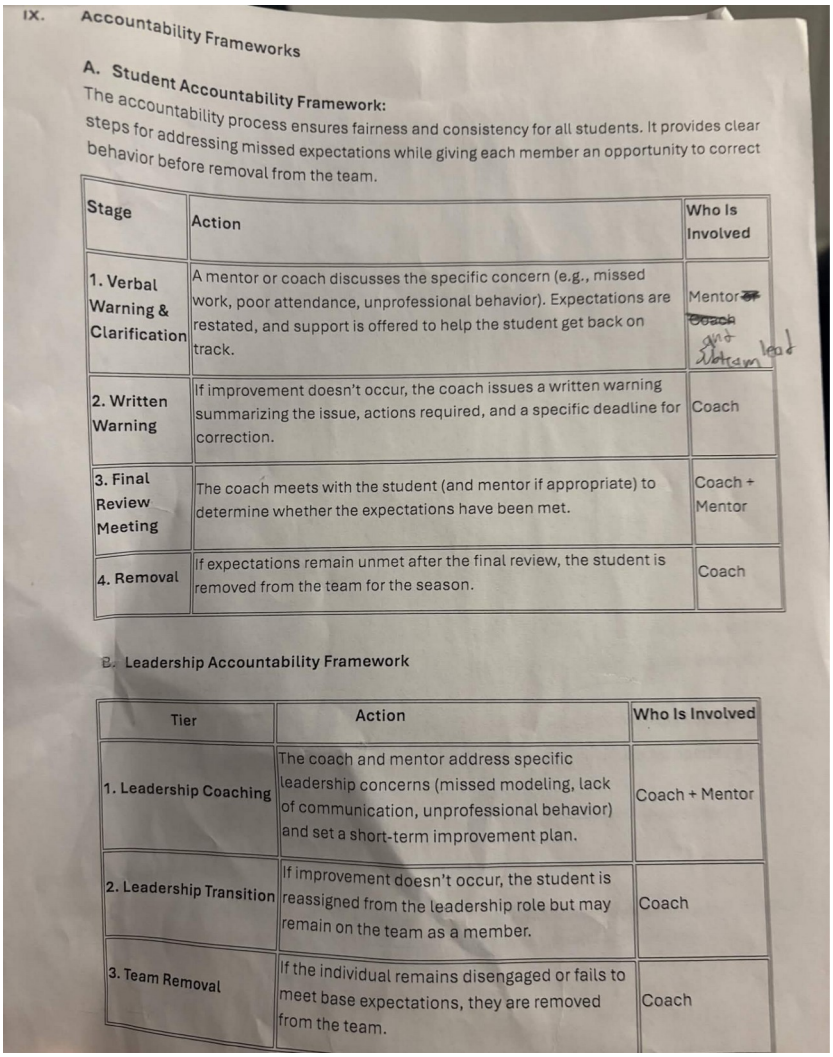
https://www.frcdesign.org/ Where you should actually learn cad for frc, instead of dysfunctional ED1/2/3/4+

CD: how to improve student participation
https://www.chiefdelphi.com/t/how-do-the-best-teams-develop-students/514269

StuyPulse Charter (STUYpulse charter, key roles)

CD: how to include new students
https://www.chiefdelphi.com/t/how-to-teach-newcomers/513293

8044 (Denham Venom)'s three-strike punishment system +10000000 PLEASE SHOW THEM THIS



IX. Accountability Frameworks

A. Student Accountability Framework:

The accountability process ensures fairness and consistency for all students. It provides clear steps for addressing missed expectations while giving each member an opportunity to correct behavior before removal from the team.

Stage	Action	Who Is Involved
1. Verbal Warning & Clarification	A mentor or coach discusses the specific concern (e.g., missed work, poor attendance, unprofessional behavior). Expectations are restated, and support is offered to help the student get back on track.	Mentor ~~or Coach~~ and Mentor lead
2. Written Warning	If improvement doesn't occur, the coach issues a written warning summarizing the issue, actions required, and a specific deadline for correction.	Coach
3. Final Review Meeting	The coach meets with the student (and mentor if appropriate) to determine whether the expectations have been met.	Coach + Mentor
4. Removal	If expectations remain unmet after the final review, the student is removed from the team for the season.	Coach

B. Leadership Accountability Framework

Tier	Action	Who Is Involved
1. Leadership Coaching	The coach and mentor address specific leadership concerns (missed modeling, lack of communication, unprofessional behavior) and set a short-term improvement plan.	Coach + Mentor
2. Leadership Transition	If improvement doesn't occur, the student is reassigned from the leadership role but may remain on the team as a member.	Coach
3. Team Removal	If the individual remains disengaged or fails to meet base expectations, they are removed from the team.	Coach